

## Table of GROW Stages and Questions

GROW Stage	Purpose	Questions to ask
<b>Goal</b>	<p>The Goal stage is determining or stating the outcome of the conversation.</p> <p>These questions can be asked during a conversation, or reflected upon individually.</p>	<ul style="list-style-type: none"> <li>• What goal are you trying to achieve?</li> <li>• Which competency would you like to work on?</li> <li>• What problem/challenge are you trying to resolve?</li> <li>• What would you like to talk about?</li> <li>• What skill are you trying to improve?</li> <li>• What would you like coaching on?</li> <li>• What do you want to achieve from this conversation?</li> <li>• What does your ideal outcome look like?</li> </ul>
<b>Reality</b>	<p>The Reality stage is understanding what is currently happening, what obstacles exist, and what has been done so far to reach the stated goal or aim.</p> <p>This stage helps to determine how far away the current reality is from the goal or aim, and what needs to be done to bridge that gap.</p>	<ul style="list-style-type: none"> <li>• Tell me more...</li> <li>• What is happening now or has happened so far?</li> <li>• What's working? What's not working?</li> <li>• Where do you feel stuck?</li> <li>• If things don't change, what will likely happen?</li> <li>• What have you tried? What haven't you tried?</li> <li>• What skills/knowledge do you have that will help achieve your goal?</li> <li>• How have you seen improvement?</li> <li>• What is the greatest obstacle you are facing?</li> <li>• What resources are available?</li> <li>• What is behind the resistance?</li> <li>• What are the time constraints?</li> </ul>
<b>Options</b>	<p>The Options stage is for exploring all the different avenues or ideas available to achieve the desired outcome.</p>	<ul style="list-style-type: none"> <li>• What ideas do you have?</li> <li>• What else could you try?</li> <li>• What have you done in similar situations?</li> <li>• What are the pros/cons of these actions?</li> <li>• Which actions will have the greatest impact?</li> <li>• What could you do differently?</li> <li>• What helps you overcome obstacles or challenges?</li> <li>• What would you like to do more of or less of?</li> <li>• What resources are available?</li> </ul>
<b>Will</b>	<p>The Will stage is determining what the next steps are based on the options presented, what resources are available and what is required of one or all parties in the conversation.</p>	<ul style="list-style-type: none"> <li>• What do you think is the first step? Next step?</li> <li>• What support might you need? How and when will you enlist that support?</li> <li>• What is the best way for us to follow up on this?</li> <li>• What support can I provide?</li> <li>• What might get in the way?</li> <li>• When will we check in again?</li> <li>• Who can you use as a resource?</li> <li>• What are the milestones for this goal?</li> <li>• When would you like to accomplish this?</li> </ul>