

Coaching Skills 3

There are different models in coaching and these have different purposes. Each is used to guide a discussion through different stages.

The most popular model is GROW developed by John Whitmore et al. GROW has four stages:



At each stage, the coach will ask questions to prompt the individual to think through the situation. Although sample questions are useful, it's important to think of your own questions, that you would feel comfortable asking at each stage:

Goal – identify the goal or outcome

- What would you like to focus on?
- What is your objective / outcome / goal?
- How long do you plan on working towards your goal?
- What will it feel like when you achieve your outcome?

Reality – consider the current situation

- Tell me how far you've got with this
- What knowledge / skills / experience do you have?
- How much control do you have over this?
- Tell me about the current situation in more detail
- What is really the issue here, the heart of the problem or the bottom line?

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Options – look at the different alternatives

- What can you do?
- What alternatives do you have?
- What are the advantages and disadvantages of each option?
- Which option appeals to you most?
- Which would give you most satisfaction?

Will / Way Forward – deciding which option to take forward and how to go about it

- Which is your best option and how will you go about it?
- What obstacles may there be and how will you overcome these?
- How motivated are you to achieving this?
- What support do you need and how can I support you?
- How will you know when you've succeeded?

Activity

For each stage of GROW, consider one question you could ask:	
Goal	
Reality	
Options	
Will	

Reference:
[Whitmore, John](#) (2009a) [1992]. *Coaching for performance: GROWing human potential and purpose: the principles and practice of coaching and leadership*. People skills for professionals (4th ed.). Boston: Nicholas Brealey

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