

## A Coaching Approach to Career Conversations

### Powerful Questions to use with GROW

There are many coaching models and GROW is one of the most tried, tested and robust. It is a tool (not a strait jacket) and its flexibility means it can provide an effective structure for a coaching conversation.

The GROW model is a structure you can use to motivate. You ask powerful questions and the person comes up with the answers and solutions and sets their own goals. It is perfect to use for 1:1's.

G – Goal setting for the meeting/conversation, plus long and short-term goal setting

R – Exploring current reality. What is the current situation? What have you done about it so far?

O –Brainstorming options available

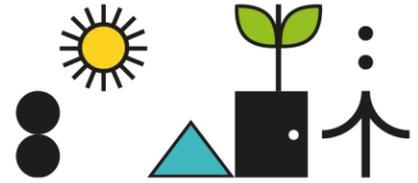
W – What will you do? By when? How will I know?

When coaching for the first time you may like to select a handful of questions from the list below that you would feel comfortable asking. Once you become familiar with using a coaching approach you will develop questions which suit your own style. With practice you will find that you are able to make a logical and productive sequence of questions. In order to create a habit, you need to practice, practice, practice.

#### G - GOAL – Goal Setting

- What is the goal?
- What do you want to achieve?
- What will success look like?
- What would be a milestone on the way?
- What will that give you?
- How will you know when you have achieved it?





## R – Reality, explore the current reality

- What is happening now?
- What's that like?
- What is going well now?
- What are you doing that is enabling these things to go well?
- What have you done about achieving your goal so far?
- What results did this action produce?
- When things are going badly on this issue, what happens to you?
- What are the barriers to finding a way forward?
- What would you like to have happen?

## O – Options, exploring opportunities

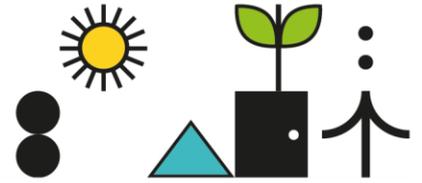
- What do you want?
- What else could you do?
- What is another way of looking this?
- What would be a different perspective?
- Are there any other options?
- What if...?
- Would you like another suggestion?

These questions will move the person forward from any negative excuses into a more positive and constructive frame of mind. If you have suggestions always ask permission before sharing, letting the person have the final choice and leaving the responsibility with them.

## W – What Next? Where, when by whom? (Accountability)

- What option or options do you choose?
- What are you going to do?
- When specifically are you going to do it?
- What obstacles may you face?
- How will you overcome them?
- Who needs to know?
- What support do you need?





- How will you get that support?
- What commitment on a scale of 1 – 10 do you have to take these agreed actions?
- What needs to happen for it to be a 10?
- Is there anything else you want to talk about now or are we finished for today?

