

COACHING QUESTIONS



CMI LEVEL 7 Strategic Management and Leadership

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Example Questions for the GROW Model

GOAL

Coaching starts with establishing a goal. It could be a performance goal, a development goal, a problem to solve, an opportunity to take, a decision to make.

For clarity of goal setting we are aiming for a S.M.A.R.T. goal:

- Specific
- Measurable
- Attainable
- Realistic
- Timely

The following questions can help people gain clarity about their goals:

- What do you want to achieve from this coaching session?
- What goal do you want to achieve?
- What would you like to happen with _____?
- What do you *really* want?
- What would you like to accomplish?
- What result are you trying to achieve?
- What outcome would be ideal?
- What do you want to change?
- *Why* are you hoping to achieve this goal?
- What would the benefits be if you achieved this goal?
- What will that enable you to do?
- Imagine 3 months from now, all obstacles are removed and you have achieved this:
 - What do you see/hear/feel?
 - What new elements are in place?
 - What is different?



REALITY

This step helps gain awareness of the current situation, the context, and the magnitude of the situation.

This is not an interrogation. A measured pace allows for meaningful reflection. Use active listening skills, your role is to listen not to provide solutions.

The following questions are designed to clarify the current reality:

- What is happening now (what, who, when, and how often)? What is the effect or result of this?
- How important is this to you?
- On a scale of 1–10, if an ideal situation is 10, what number are you at now?
- What number would you like to be at?
- Have you already taken any steps towards your goal?
- How would you describe what you did?
- Where are you now in relation to your goal?
- What has contributed to your success so far?
- What progress have you made so far?
- What is working well right now?
- What is required of you?
- Why haven't you reached that goal already?
- What do you think is stopping you?
- What did you learn from _____?
- What have you already tried?
- How could you turn this around this time?
- What could you do better this time?
- If you asked _____, what would they say about you?
- On a scale of one to 10, how severe/serious/urgent is the situation?
- If someone said/did that to you, what would you think/feel/do?



OPTIONS

The next stage is to focus on what can be done to help reach the goal. The following questions are designed to clarify the opportunities:

- What are your options?
- What do you think you need to do next?
- What could be your first step?
- What do you think you need to do to get a better result (or closer to your goal)?
- What else could you do?
- Where could you find out the information?
- Who else might be able to help?
- What would happen if you did nothing?
- What has worked for you already? How could you do more of that?
- What would happen if you did that?
- What is the hardest/most challenging part of that for you?
- What advice would you give to a friend about that?
- What would you gain/lose by doing/saying that?
- If someone did/said that to you what do you think would happen?
- What's the best/worst thing about that option?
- Which option do you feel ready to act on?
- How have you tackled this/a similar situation before?
- What could you do differently?
- Who do you know who has encountered a similar situation?
- If anything was possible, what would you do?
- What else?



WRAP

This final step is also described as “Way Forward” and also as “Will”. In this step, the ambition is to establish a clear action plan for next steps.

- How are you going to go about it?
- What do you think you need to do right now?
- Tell me how you’re going to do that.
- Who will you talk to?
- When will you do it?
- How will you know when you have done it?
- Is there anything else you can do?
- On a scale of one to 10, what is the likelihood of your plan succeeding?
- What would it take to turn it into a 10?
- What obstacles are getting in the way of success?
- What roadblocks do you expect or require planning?
- What resources can help you?
- Is there anything missing?
- What one small step will you take now?
- When are you going to start?
- How will you know you have been successful?
- What support do you need to get that done?
- What will happen (or, what is the cost) of you NOT doing this?
- What do you need from me/others to help you achieve this?
- What are three actions you can take that would make sense this week?
- On a scale of one to 10, how committed/motivated are you to doing it?
- What would it take to turn it into a 10?