



# COACHING QUESTIONS TO SUPPORT THE GROW MODEL

**WUN**  
womens utilities network

## GOAL

- What would you like to focus on today?
- What is most important to you right now?
- What do you want to be different/to change?
- Looking ahead to next week, what would you like to concentrate on?
- What does success look like?
- How will you be feeling once you have achieved your goal? What will this give you?
- When do you want to be in this position?



## REALITY

- What is happening right now regarding this (goal/target/issue/challenge)?
- What have you done so far?
- What issues/obstacles are you facing?
- What are you telling yourself about this?
- Tell me about a time when you have done something similar. What did you do? What did you learn?
- What strengths do you have which can help you?
- What support do you want with this? Who can help you?





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## OPTIONS

What could you do that would move you one step closer to achieving your goal?

What else?

Give me 3 more ideas

What would your best friend/colleague/favourite manager tell you to do?

Ask, don't  
tell

If you  
could do  
anything..

Listen  
Be silent

## WILL

Which option will take you closest to your goal?

What needs to happen?

When will you do this?

How will you do this?

What support do you need?

What could stop you?

How confident are you feeling on a scale of 1-10 that you're going to do this?

What could move you closer to 10?

Commitment