

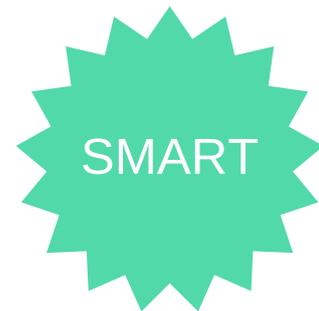


COACHING QUESTIONS TO SUPPORT THE GROW MODEL

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