



GROW: Coaching questions you can ask

Goals	<i>Be aware of:</i> Clarity of goal, relation of goal to tātai, values and motivation	<ul style="list-style-type: none">• What do you want to work on today?• What would you like to achieve as a result of this conversation?• What's important about this for you?• What will that look like if you achieve it?• What will be different when you achieve it?• How will this help work towards the outcomes identified in tātai? <p><i>Take the time to summarise and clarify</i></p>	<i>Your questions:</i>
Reality	<i>Be aware of:</i> Facts, feeling and perceptions	<ul style="list-style-type: none">• Tell me what's happening now?• Tell me more about that?• How do you feel about this situation?• What strategies have you tried?• What's going well? What are you noticing?• What needs improving? What are you noticing?• What may be currently preventing you from achieving this goal?• What are you worried about?• How confident do you feel about...? <p><i>Take the time to summarise and clarify</i></p>	<i>Your questions:</i>
Options	<i>Be aware of:</i> Choices and commitment	<ul style="list-style-type: none">• What might you try to move forward?• Thinking of strategies that have worked in the past, what ideas could you use?• What haven't you tried yet?• What approach would you use to...?• What other alternatives could you consider?• What are the potential advantages/disadvantages of each option?• What have other people done in similar situations? <p><i>Take the time to summarise and clarify</i></p>	<i>Your questions:</i>
Way forward	<i>Be aware of:</i> Capability and confidence	<ul style="list-style-type: none">• Given the ideas discussed, which ones seem most relevant and appropriate for you?• What will be your first step?• How will you do that?• How will you know it's working?• What resources/support(s) do you need?• How confident do you feel?• When would you like to follow up and how do you want to do that?• If we were to meet again in 1 month what change would you expect to see? (agree timeframe) <p><i>Take the time to summarise and clarify</i></p>	<i>Your questions:</i>



Coaching conversation between _____ and _____

Date: _____

	Meeting notes	Summary
Goal		
Reality		
Options		
Way forward		

Next meeting date: