

### Instructions

Review the sample questions below to see examples of what can be used within each stage of GROW.

### Examples

<p><b>Goals</b></p>	<ul style="list-style-type: none"> <li>▪ What goal do you want to achieve from this conversation?</li> <li>▪ What would you like to achieve in this discussion?</li> <li>▪ What outcome are you looking for?</li> <li>▪ What is the timeframe?</li> <li>▪ How would you break this goal down into smaller chunks?</li> <li>▪ What does success look like?</li> </ul>
<p><b>Reality</b></p>	<ul style="list-style-type: none"> <li>▪ What is the current area of opportunity or issue?</li> <li>▪ What is happening now?</li> <li>▪ Who else does it affect?</li> <li>▪ What impact is this having on you?</li> <li>▪ What actions have you done so far?</li> <li>▪ What has stopped you from taking action?</li> </ul>
<p><b>Options</b></p>	<ul style="list-style-type: none"> <li>▪ What are some options to help you solve your goal?</li> <li>▪ What else could you do?</li> <li>▪ What has worked in the past?</li> <li>▪ Which solution seems most appealing?</li> <li>▪ What could you do to avoid this?</li> <li>▪ I have some experience with that; would it help if I made a suggestion?</li> </ul>
<p><b>Way Forward</b></p>	<ul style="list-style-type: none"> <li>▪ What is the way forward to achieve the goal?</li> <li>▪ What is the first step?</li> <li>▪ When will you take the first step?</li> <li>▪ How will you measure success?</li> <li>▪ How committed are you on a scale of 1 to 10 on taking action?</li> <li>▪ What may get in the way of you taking that step?</li> </ul>