Coaching Skills for Managers

The GROW model Checklist

There are four parts to the GROW conversation. Below are example questions/phrases you may want to use in each segment.

**Goals - Overall goals:**
- What would you like to achieve?
- Where do you see this work/role taking you?
- What is most important to you?
- What would you like to get out of this time?

**Reality**
- Let's have a look at things as they stand now.
- Where are you now in relation to X?
- Tell me more about that.
- Who else is involved in this goal/project?
- What progress have you made so far?
- What action have you taken on this so far?
- What were the effects of that action?

**Options**
- What could you do next?
- What else could you do?
- How long do you think it would take?
- If there was the budget/time/support, what would you do now?
- Who might be able to contribute?
- What else could you find out/what information might give insight?

**Will**
- On a scale of 1 to 10, how confident do you feel that you will take this action?
- Do you foresee any hitches/blocks?
- When do you plan to complete this by?
- How realistic does it feel?

**Suggested resource:**