

GROW COACHING QUESTIONS



the **sales** consultancy

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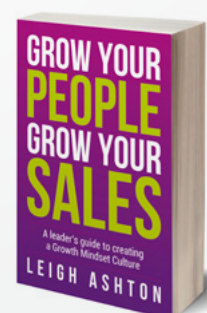
Here are some coaching questions for each element of the GROW model to get you started. Feel free to add to this list and adapt to your personality...and to the personality and Meta Programmes of your sales person.

GOAL

- What goal do you want to achieve?
- What would you like to have happen?
- What do you really want?
- What would you like to accomplish?
- What result are you trying to achieve?
- What do you want to achieve?
- What outcome would be ideal for you?
- What do you want to change?
- What is your outcome for achieving this goal?
- What would the benefits be if you achieved this goal?

REALITY

- What is happening now (what, who, when, and how often)?
- What is the effect or result of this?
- What steps have you already taken towards what you want?
- How would you describe what you did?
- Where are you now in relation to your goal?
- On a scale of 1 to 10, where are you? Give them the criteria for 1 and 10 What has contributed to your success so far?
- What progress have you made so far?
- What is working well for you right now?
- What stops you achieving what you want?

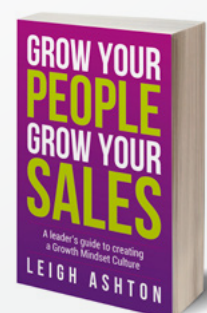


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- What stops you?
- What do you think is really happening?
- Who do you know that has achieved this goal?
- What could you learn from them?
- What have you already tried?
- How could you turn this around?
- What could you do better next time?
- If you asked _____, what would they say about you?
- On a scale of 1 to 10, how severe/serious/urgent is the situation? Clarify criteria for 1 and 10. If someone said/did that to you, what would you think/feel/do?

OPTIONS

- What are your options?
- What do you think you need to do next?
- What could be your first step?
- What do you think you need to do to get a better result (or closer to your goal)? What else could you do?
- Who else might be able to help?
- What would happen if you did nothing?
- What has worked for you already? How could you do more of that?
- What would happen if you did that?
- What is the hardest/most challenging part of that for you?
- What advice would you give to a friend about that?
- What would you gain/lose by doing/saying that?
- If someone did/said that to you, what do you think would happen?



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- What is the best/worst thing about that option?
- Which option do you feel ready to act on?
- How have you tackled this/a similar situation before?
- What could you do differently?
- Who do you know that has encountered a similar situation?
- If anything were possible, what would you do?
- What would you do if you were totally confident of succeeding? What else?

WILL/WAY FORWARD

- What do you think you need to do this right now?
- How are you going to do that?
- How will you know when you have achieved it?
- What obstacles could get in the way of your success?
- What contingencies do you need to plan for?
- What could be missing?
- What one small step will you take now?
- When are you going to start?
- How will you know you have been successful?
- What support do you need to get that done?
- What will happen if you don't do this?
- What is the cost of you NOT doing this?
- What do you need from me/others to help you achieve this?
- What three actions can you take that would make sense this week?
- On a scale of 1 to 10, how committed/motivated are you to taking these actions? What would make it a 10?

