

### **GROW Questions**

A basic “personal planning” approach to develop concrete, actionable plans to move towards specific goals.

#### **Goals**

- What are your objectives for this situation?
- What do you want to happen?
- What do you want to avoid?

#### **Reality**

- What is most important to you?
- What - and how great - is your concern about the current issue (1-10)?
- What obstacles will need to be overcome?
- What internal obstacles do you have to taking action?
- What steps have you taken so far?
- What has stopped you doing more?
- What is really the nub of the issue here?

#### **Options**

- What are all the different creative ways in which you could approach this issue? Make a list
- What would you do differently if you had more time or more authority?
- Which of these solutions feels best to you?
- Which would give the best outcome for you?
- Which would give the best outcome for others?

#### **Will**

- Star the most promising ideas
- How could you improve on the promising ideas?
- To what extent do they meet your objectives?
- What are the costs (financial or otherwise) of adopting these ideas?
- What could hinder you from adopting these ideas?
- What support do you need – and from whom?
- How much more clarity do you now have about the original issue?
- What commitment do you have - on a scale of 1-10?
- What would need to be different to raise your commitment?
- What precisely are you going to do next – and when?
- Is there anything else?

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