

## The Grow Model and sample questions

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| <p><b>G = Goal</b></p> <p>What is your goal?</p>                       | <p>Questions you could use:</p> <p>What do you want to accomplish? What are you trying to do? How do you know this goal is worth achieving? How will you (and I) know when you have achieved it? How will you know when you have reached the result you want? What will success look like?</p>   |
| <p><b>R = Reality</b></p> <p>What is the reality of the situation?</p> | <p>Questions you could use:</p> <p>What is really going on, as you see it? How do you know this is accurate? What's happening now? Where do you find yourself at this time? What solutions have you tried? What worked? What didn't?</p>   |
| <p><b>O = Options</b></p> <p>What are your options?</p>                | <p>Questions you could use:</p> <p>What alternatives do you have now? What are the possibilities in front of you? Which choices do you have at this time? What have you seen work in similar situations? If constraints were removed what would you do? What else do you need to consider? Who might be able to help?</p>  |
| <p><b>W = Wrap Up/Will</b></p> <p>What are you willing to do?</p>      | <p>Questions you could use:</p> <p>What can you do now? What are your next steps? What will it cost you if you don't take action? What might get in the way? Who needs to know? What support do you need and from whom? How much are you likely to pursue the direction you're targeting? What will it take to get moving towards your goal? On a scale of 1 – 10 how committed are you to achieve your goal</p> |