

# SURFACE TO SOUL

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## Facilitating GROW Coaching Conversations

The **GROW coaching conversation** model provides a useful structure for coaches to help coachees move forward in tangible ways in whatever area of their life -- work, relationships, personal growth -- in which they wish to move forward. It was developed by John Whitmore, author of *Coaching for Performance: the Principles and Practice of Coaching and Leadership*, and identifies four focus areas for moving forward in a positive direction.



### Sample Questions Based on Each Focus Area

#### GOAL: WHERE ARE WE HEADED?

- How can I be most helpful to you today? What do you need to get the most out of this conversation? What role do you need a listener or advisor to play?
- What topic should we concentrate on during this session? What is the one topic on which we could focus today that will have the most impact on moving you forward in a meaningful direction?
- What are the issues that you face today? What are the most important items that are holding you back, giving you grief, or sapping your energy?

#### REALITY: WHERE ARE WE STARTING FROM?

- Tell me about your current situation. Describe it as honestly as you can, yet as objectively as possible.
- What are the difficulties that you face? Name the obstacles and how each is impacting your attitude.
- How are you resourcing yourself around this issue? In what ways have you sought to gain advice or consult expertise to work through this issue?
- What is your biggest area of discomfort about this issue? What is the one thing that is causing you the most stress and anxiety?

#### OPTIONS: HOW CAN WE GET THERE?

- Tell me what you think are some options for a solution. List them without preemptively dismissing possibilities.
- What else? Probe more deeply around all angles of the issue. What are you missing? What other options might present themselves as you take on other perspectives?
- If there were no obstacles (like money or people) what else would you consider?
- If all options were possible, what would be the best path forward?
- Is it possible to choose an option that you perceived as not an option?

#### WILL: WHAT ARE YOU WILLING TO DO? WHAT WILL IT TAKE TO GET THERE?

- What do you need to do this? Having decided to move forward with a defined strategy, what are the specific things you will need to make it happen?
- How will you prioritize your options? How will you decide what needs to be done first and what can wait until later in the process?
- What one thing can you accomplish this week that will move you in the right direction?
- How can I pray for you this week?



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