Performance Management
Coaching

The Grow Model

GOAL

What do you want to achieve?

What is the result you are after?

REALITY

What have you done so far?

What has worked? What hasn't?

GOAL	REALITY
WAY FORWARD	OPTIONS

WAY FORWARD

What might get you started?

What could stop you?

How motivated are you to get started?

OPTIONS

What could you do? What's the right thing to do?

Example Questions

Goal

- What do you want to achieve?
- What is important to you right now?
- What would you like to get from the next 30 minutes?
- What areas do you want to work on?
- Describe your perfect world.
- What do you want to achieve as a result of this session?
- What will make you feel this time has been well spent?

Reality

- Where are you now in relation to your goal?
- On a scale of 1 -10 where are you?
- What has contributed to your success so far?
- What skills/knowledge/attributes do you have?
- What progress have you made so far?
- What is working well right now?
- What is required of you?

Options

- What are your options?
- How have you tacked this/ a similar situation before?
- What could you do differently?
- Who do you know who has encountered a similar situation?
- Give me 5 options.
- If anything was possible what would you do?
- What else?

Wrap up

- Which options work best for you?
- What one small step are you going to take now?
- What actions will you take?
- When are you going to start?
- Who will help you?
- How will you know you have been successful?
- How will you ensure that you do it?
- On a scale of 1 -10 how committed /motivated are you to doing it?