FREE PACK · INSIGHTS

Forty GROW coaching questions

Ten questions for each stage of a GROW conversation, on two printable cards.

Use the four stages in order, but loosely: you will often loop back from Reality to Goal. Pick two or three questions per stage before the conversation, ask one at a time, and let silences run.

G – Goal

1. What would you like to get out of our time today?
2. If you walked out of here pleased, what would have happened?
3. What result are you after?
4. What makes this important to you?
5. Fast-forward three months and imagine this has worked. What has changed?
6. What will tell you it has worked?
7. What is your deadline, real or self-imposed?
8. Which parts of this can you influence yourself?
9. Out of ten, how much does this matter to you right now?
10. What is happening now that you want to change?

R – Reality

1. Where do things stand today?
2. What have you already done about it?
3. How did that go?
4. Who else has a stake in this?
5. How would they describe the situation?
6. What tells you that?
7. Which parts are going well?
8. What is holding things up?
9. Out of ten, how close are you to where you want to be?
10. Is there anything we haven't touched on that matters here?

The goal for this conversation, in one sentence

O – Options

1. What are the possible ways forward?
2. What is another way you could approach it?
3. What would you try if you knew nobody would judge the result?
4. When have you handled something like this well?
5. Whose approach to this would you like to borrow?
6. How would they go about it?
7. If a colleague brought you this problem, what would you tell them?
8. What is the smallest move that would help?
9. I have a thought on this. Do you want to hear it?
10. Which of these do you want to try?

W – Will

1. So what is your plan?
2. What day will you make a start?
3. What will you do first?
4. Who should you tell about this?
5. Who or what would help you do this?
6. What could stop you?
7. If that obstacle shows up, what is your plan B?
8. Out of ten, how likely are you to follow through?
9. What would raise that score by a point or two?
10. When shall we pick this up again?

The ten-minute version

What result are you after? · Where do things stand today? · What are the possible ways forward? · So what is your plan? Then agree when you will pick it up again.

Agreed actions

Action	By when	Review date

GROW: developed in the UK in the 1980s; first published by John Whitmore in Coaching for Performance (1992). Questions written by great{with}talent; GROW model as described on the page.

Does any of this sound familiar?

The organisations we work with rarely come to us asking for a survey. They come with something that is costing them money, time or people. These are the ones we hear most often.

MAKING MONEY

"We hire well on paper and still get it wrong in the role."
Personality, leadership and competency assessment matched to the job, so interviews test what matters and offers go to people who will perform. (FindingPotential)

"Our best people leave and we only find out why afterwards."
Exit intelligence in the leaver's final weeks: what was avoidable, who would come back, and what to change first. (LastOpinion)

"Leaders get feedback once a year and nothing changes."
Forward-looking 360 feedback that lands as development rather than judgement, with the actions built in. (FeedForward)

SAVING MONEY

"Too many new starters are gone inside a year."
New-starter surveys at the points the first-year leak opens, so you act at three months instead of reading about it at exit. (OnBoarder)

"References take weeks and tell us nothing."
Automated referencing with questions that predict, most returned within 48 hours. (ReferenceExpert)

"We run an engagement survey and the results sit in a drawer."
Engagement reporting down to team level in plain English, with the three moves each team's own people chose. (WinningFormula)

SOLVING PROBLEMS

"The board wants evidence on culture, conduct and speaking up."
A confidential always-on channel and a harassment-prevention audit that give you the evidence before a regulator asks for it. (SafeSpace)

"We publish an inclusion statement and cannot show whether it is true."
Inclusion measured at every stage from hire to exit, so you can see where the experience differs and act on it. (ED&I)

"We have the data and cannot turn it into a decision."
Twenty years of UK benchmark data and analysts who turn results into a board paper, not a dashboard. (Workforce intelligence)

Who we are

great{with}talent is a UK workforce-intelligence consultancy, founded in 2003. We help organisations hire better, keep people longer, improve leadership, strengthen inclusion and reduce workplace risk, with a connected set of tools that turn employee data into clear, fast action across the whole employee lifecycle. Independent, GDPR-compliant and Cyber Essentials certified, hosted on Microsoft Azure.

Not on the list? It will not always be. If you are working on something you think we might be able to help with, drop us a note describing what you are trying to do and we will come back to you.

On the list or not, let's talk.

greatwithtalent.com/book-demo · +44 (0) 333 012 4649 · greatwithtalent.com/contact