

GROW Feedback Framework Coaching Questions

GOAL: SET INTENTION

Coachee shares – ask your coachee questions that focus attention and raise energy

- What do you/we want to get out of this?
- What would be helpful for you?

Coach shares – add your goal

- I want ...

REALITY: RECOGNISE

Coachee shares – ask questions focussed on the positive

- What is going/went well?
- What did you like about what you did/how you did it?
- What worked well?
- What behaviours were most effective?
- What are you most proud of?
- What specific strengths did you use?
- What behaviours were most effective?
- What do you think contributed most to your success?

Coach shares – add what you feel worked well

- I like/liked ...
- I found what worked well was when/how you ...
- I felt that you exceeded goals and expectations by ...
- I recognise the effort you put into ... even though the goal hasn't been met fully...
- Strengths that I see include...

OPTIONS: IMPROVE

Coachee shares – ask questions to raise responsibility for improving performance

- If you could do it again, what would you do differently?
- How could you do even better
- Where are there opportunities to improve?
- What strengths would you want to use more of in the future?
- What behaviours would you change next time?
- What got in the way of you achieving/exceeding ...?
- How would you overcome this next time?
- Where are you on a scale of 1-10?
- What would help you get nearer a 10?
- What would enable you to achieve greater frequency/consistency/quality in the future?
- Where specifically over the past year would additional skills or experiences have been helpful?
- What important skills or experiences are you missing that will prepare you for future opportunities?

Coach shares – add what you feel your coachee needs to do to stretch further

- Can I make a suggestion?
- I feel you could achieve this goal by ...
- I feel you could stretch yourself by ...
- How about ...?
- Ways to further use your strengths would be to ...
- The reason this development area is important is ...
- I feel you could do more of...

WILL: LEARN

Coachee shares – ask questions that reinforce learning and agree next steps

- What is the learning here?
- What did you learn that you can apply going forward?
- What are you learning about yourself?
- What are you learning about others?
- What do you now know about this goal/project that you didn't previously?
- What else can we learn?
- What will you/we do differently next time?
- Where else would you apply this learning?

Coach shares – add what you are learning and what you will do

- I am learning that ...
- I will...

Adapted from Whitmore, J, (2017), *Coaching for Performance*, Nicholas Brealey, London