

# GROW

## Goal

Find out their aspirations and move the focus onto a specific, positive goal

Example questions:

- **What do you want to develop?**
- **What's your future goal and what's the next step towards that?**
- **What's the outcome you want?**
- **What would you like it to be like?**

## Reality

Where are they currently? Encourage them to see a balanced picture and gain understanding of what they are already doing.

Example questions:

- **What have you tried so far?**
- **What resources do you currently have that will help here?**
- **What do you need to develop?**
- **What's stopping you?**

## Options

By coming up with options ourselves, we are more likely to actually go away and make them work.

Example questions:

- **What are your options?**
- **What else could you do?**
- **What will get the best result?**
- **Which is most practical?**

## Will/Way Forward

This is all about planning actions or things to do differently. Find out what they will do and check their motivation to do it.

Example questions:

- **What will you do differently?**
- **What will you do first? ... And then?**
- **What support do you need?**
- **What exactly will be different if you do this?**