GROW model sample questions and Scenarios

1. "I feel that my performance is not getting rewarded in terms of career development. For my experience, I should be at the next level. What do I need to do, to get that promotion?"
2. "I have been given feedback that I need to improve my leadership skills as I have promoted and I have a new team. For me to be successful, I need to win the confidence of my senior leadership team and direct reports? What do I need to do to achieve this transformation in my behavior?"
3. "I am having issues with a colleague in my team, they are lazy and not working effectively and as a result I am having to pick up the slack". How can I push back?"

Goal
Agree the topic for discussion
Agrees specific objectives for the session
Set a long-term aim if this is appropriate

Sample questions
What would you like to discuss?
What would you like to achieve?
What would you like to be different when we finish this session?
Can we do that in the time we have available?

Reality
Invite self-assessment
Offer specific examples of feedback (things that have gone well, and where to improve)
Avoid or check assumptions
Discard irrelevant history

Sample questions
What is the current situation?
How do you know that this is accurate?
What effect does this have on yourself or others?
How much control do you have on this situation?
What have you tried so far?
What are the main obstacles you face?
What resources can you call on?

Options
Cover the full range of options
Invite suggestions from the subject
Offer suggestions carefully
Ensure choices are made

Sample questions
What alternative ways are there to approach this issue?
What would you do if you had more resources or control?
What would you do if you could start again?
Who might be able to help you?
Would you like suggestions from me?
What are the benefits and pitfalls of each option
Which would give the best result?
Which option would you most like to act on?

Will
Get a commitment to act
Identify possible obstacles
Plan detailed actions on a time frame
Agree what support will be given

Sample questions
What options will you choose?
How will you know if you are successful
What are the next steps?
When will you do what?
What might get in the way?
What support might you need?
Who needs to know your plans?
Is there anything else we need to talk about?
When should we meet again?