

# The GROW Question Bank

Keep it beside you. Pick one question, then listen.

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## G Goal

*What does the client want from this?*

### OPENING

1. What would make our time today feel well spent?
2. What's on your mind that you'd like to work through?
3. Of everything you've mentioned, what matters most right now?

### DEEPENING

4. How will you know you've got there?
5. Why does this matter to you now, rather than six months ago?
6. If this goal were already achieved, what would be different in your week?
7. Is this goal fully yours, or partly someone else's?
8. What would a good first milestone look like?

#### WHEN THE CLIENT IS STUCK

- If you can't name the goal yet, what are you hoping to feel instead?
- What would you *not* want to leave here with today?

## R Reality

*Where does the client stand right now?*

### OPENING

1. Tell me what's happening with this at the moment.
2. What have you already tried?
3. What's going well that we shouldn't lose sight of?

### DEEPENING

4. What's getting in the way?
5. How much of this is within your control?
6. What do you notice about how you feel when you talk about this?
7. Who else is affected, and how?
8. What story have you been telling yourself about this?

#### WHEN THE CLIENT IS STUCK

- If a trusted friend described your situation, what would they say?
- What are you assuming that might not be true?

## O Options

*What could the client do?*

### OPENING

1. What are all the ways you could approach this?
2. What else could you do? (Ask more than once.)
3. What has worked for you in a similar situation before?

### DEEPENING

4. If there were no constraints, what would you try?
5. What would the bravest version of you do?
6. Who could help, and how?
7. What's the smallest step that would still make a difference?
8. Which option gives you the most energy? Which the least?

#### WHEN THE CLIENT IS STUCK

- What would you suggest to someone else in this position?
- What option have you ruled out too quickly?

## W Way Forward

*What will the client do?*

### OPENING

1. Which option will you act on?
2. What exactly will you do first?
3. When will you do it?

### DEEPENING

4. What might stop you, and what will you do if it does?
5. What support do you need, and from whom?
6. How will you know you've done it?
7. How committed are you, from 1 to 10? What would move that number up one point?
8. What would you like to report back next time?

#### WHEN THE CLIENT IS STUCK

- What's one thing you could do in the next 24 hours?
- What would need to be true for you to commit to this?

# Beyond the Four Stages

Extensions for when a session needs more room at the start or more structure at the end.

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## T Before the Goal: Topic

*TGROW. Use when a client arrives unsure what to focus on.*

- What would you like to talk about today?
- What's been taking up the most space in your head lately?
- If we could only discuss one thing today, what should it be?

## TH After the Way Forward

*GROWTH. Use when follow-through is the challenge.*

### TACTICS

- What are the concrete steps, in order?
- What will you do on the days you don't feel like it?

### HABITS

- What routine will keep this going after the first few weeks?
- How will you track whether it's sticking?

## Three reminders

### Ask, then pause.

The answer often arrives after the silence.

### Go back when needed.

If commitment is low, revisit Goal or Reality.

### One question at a time.

Stacking questions makes clients answer the easiest one.

## Where coaching ends

If a conversation surfaces trauma, grief, or signs of a mental health condition, pause and refer the client to a licensed professional. Coaching is not therapy.

## Your own questions

*The ones that work for you and your clients.*

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G What do you want? R Where are you now?  
O What could you do? W What will you do?