

GROW QUESTIONS FOR PERSONAL DEVELOPMENT CONVERSATIONS

This is a sample template following the commonly used GROW model (Graham and Whitmore) for a coaching style conversation about personal development (Goal, Reality, Options, Will).

<p>Goal (What do you want / are trying to achieve)</p>	<p>Possible questions:</p> <p>What are your objectives with respect to personal development (for current or future role)? How does this fit with your career aspirations? What specific areas of your capability do you need / want to develop?</p>
<p>Reality (What is happening now)</p>	<p>Possible questions:</p> <p>What aspects of your role do you find the most challenging? How clear are you about what areas of your role you have a capability gap? What feedback have you had about your capabilities in the past? What development activities have you tried in the past and what was the impact on your capability? What interests / motivates you to move into a new (or more senior) role?</p>
<p>Options (What could you do)</p>	<p>Possible questions:</p> <p>What do you think the options are for your personal development? Where could you get more information about the development options available? Who could you talk to who might have encountered similar personal development challenges? What kinds of activities could you undertake to develop aspects of your capabilities and / or explore your interest / aptitude for a bigger / different role? How clear are you on the time commitments involved in the different types of development activities?</p>
<p>Will (What will you do / Way forward)</p>	<p>Possible questions:</p> <p>In order to move things forward, what is the first step you need to take? When are you going to do it? What support do you need / want from me? On a scale of 1 – 10 how committed are you to taking that action? How will you monitor success?</p>

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