

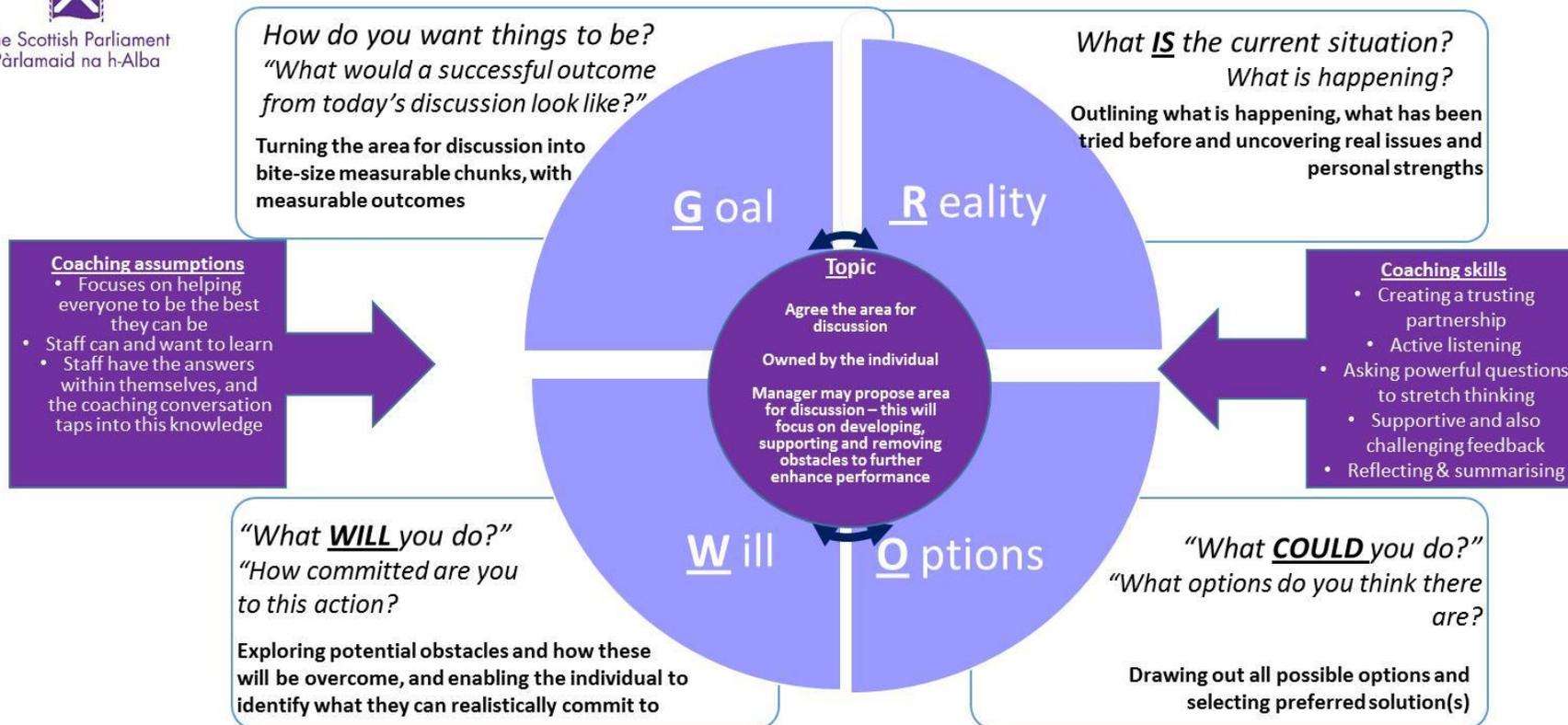
Coaching Questions (Tips for Managers)

To structure a coaching session using the **GROW** model, take the following steps:



The Scottish Parliament
Pàrlamaid na h-Alba

Coaching Skills for Managers Model



One of the key skills to using a coaching approach is learning to ask the right questions. Here are some questions to get you started:

Exploration of ideas – questions to broaden thinking and explore different options

- What other angles can you think of?
- Can you think of just one more possibility?
- What are your other options?
- What are the possibilities?
- If you had your choice, what would you do?
- What are the possible solutions?
- What options can you create?

Outcomes – questions to get to the heart of what the team member wants

- What's important to you now?
- What challenges are you struggling with at the moment?
- What's the biggest obstacle that you are facing?
- What would be the most helpful thing you can do right now?
- What's your desired outcome?
- How will you know you have reached it?
- What would success look like?



Implementation – questions to outline the steps needed to achieve a goal

What's the action plan?

How you would like to see things happening?

What will you have to do to get the job done?

What support do you need to accomplish...?

What will you do?

When will you do it?

What's next?

What will keep you on track?

What barriers can you see to getting this done? How can they be removed?

Reflection – after an event, questions to consider what could be improved next time

If you could do it over again, what would you do differently?

If it were you, what would you have done?

How else could a person handle this?

If you could do anything you wanted, what would you do?

What did it take to get here?

What have you learned about yourself?

