

G.R.O.W. Questions

Goal Definition

Help a person realize and define what they truly want to do. Goal definition is a process of creating a clear vision regarding what needs to be done and by when.

Use the SMART goal guidelines as a check to see if the goal is manageable enough for potential short-term success.

- **Simple.** If a goal is too complex, break it down into sub goals that all meet the SMART criteria.
- **Measurable.** Is there a way to know for sure if the goal has been accomplished? Sometimes you won't know this until the "Way Forward" step. Measurements can be subjective. For instance, if someone wants to, "be happier" you could ask them to rate their present happiness on a scale of 1 to 10. Then you could ask them how much happier they want to be.
- **Actionable.** "I want to be an astronaut" might not be immediately actionable but researching the right educational path to be an astronaut probably is.
- **Relevant.** Smaller goals should fit in the context of larger duties, purposes or values.
- **Time-bound.** Someone might want to move from a 4 on the happiness scale to an 8. Okay, maybe that's a good goal for the year. Chunking this big goal down to a weekly or monthly goal might be simpler and more actionable.

Helpful Questions for Defining the Goal

- What would be the most helpful thing we could accomplish in the next ___minutes?
- If a miracle happened, what would be different?
- How would others define success in your situation (i.e. stakeholders, customers, etc)?
- How will you know when you have reached the goal?
- Imagine you've completed the project successfully. What have you accomplished?

Root Cause

- What is the presenting issue?
- At what level does this issue exist?
- What is the root cause of the issue?

Reality Check

Actions

- What are you currently doing to meet your goal?
- What are you not doing, that you think might be helpful?

Resources

- Who do you know that might help you reach your goal?
- What do you have in your possession that might help you reach your goal?
- What kinds of resources might be helpful in meeting your goal?

Barriers

- What's in the way of meeting your goal?
- What are you doing that's preventing you from reaching your goal?
- What information is lacking?
- What can't you find out that might help you reach your goal?

Checking self-sabotage

- What is frightening about reaching your goal?
- Would meeting your goal make other things worse?
- Who wouldn't like it if you met your goal - why?
- Is meeting your goal coherent with other important values you hold?

Viewpoints

- What is clear about the situation?

- What is unclear about the situation?
- How might others see the situation?
- What assumptions do you have about meeting your goal?

Strengths

- Which of your skills or strengths might help you meet your goal?
- What do you know already that might help you reach your goal?
- What is meaningful for you about reaching your goal?
- What is energizing for you about reaching your goal?
- What do you already do well, that you could utilize to meet your goal?

Options to Explore

Actions to Consider

- In what ways has your situation been handled successfully before?
- What might be the most helpful action to take right now?

Resources

- Who might be the most helpful allies in reaching your goal?
- What current resources & tools would be most helpful?

Barrier Removal

- How might you address the barriers you've identified?
- How might you find out the information you are currently lacking?

Handling self-sabotage

- If you are frightened about what would happen if you meet your goal, what are some ways you could work with your fears? (i.e. practice, more coaching, goal adjustment, etc)
- How can you achieve this goal while keeping the other parts of your life functioning well?

- If you're worried about how your goal might affect others, is there a way to check that out with them?
- Do you need to change your goal in order to make it more coherent with other important values you hold?

Viewpoints

- What would the smartest person you know do in your situation?
- How might other people you know go about reaching your goal?
- Pretend for a moment, that you've reached your goal successfully. How did you do it?

Strengths

- How might you use your skills or strengths to meet your goal?
- How might you use your existing knowledge to reach your goal?
- What would be a really energizing way to meet your goal?
- What would be a meaningful way to reach your goal?
- What would be an effective way to meet your goal?

Way Forward

- What actions can you commit to?
- Which option are you going to act on?
- When are you going to take these steps?
- On a scale of 1-10 how certain are you that you are able to do this plan? Follow this with "What would make it a 10?"