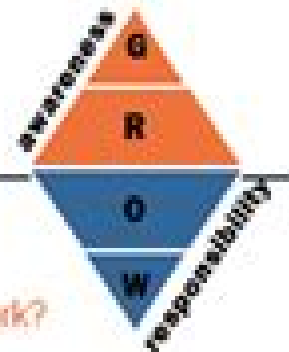


GROW Coaching Model

Classic coaching questions



Goal

- What problem are you trying to resolve?
- What could we work on that would make a big difference at work?
- What do you want to achieve from this conversation?

Reality

- So what is happening now? What have you done about it so far?
- How is this impacting you, others? How does this make you feel?
- If things don't change, what is likely to happen?
- What are the key barriers to improving this situation?

Options

- What would the ideal outcome look like? What difference would this make?
- What ideas do you have to achieve this? What else could you try?
- Who else could give you another perspective?
- What actions have you taken in similar situations?
- What are the pros / cons of these options? What option are you most drawn to?
- If the preferred option isn't possible, what would be the next best thing?

Wrap-up

- What do you think is the next step? What is the smallest thing you could do to move forward? What are you going to do? When?
- What obstacles might you face? How can you overcome them?
- Who needs to know? What support might you need?
- What is the best way for us to follow up on this?

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A Gutmann



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web apr 19 2020 hasil penelitian bahwa motivasi dan lingkungan kerja memiliki pengaruh baik secara parsial ataupun simultan sedangkan dari hasil korelasi maka motivasi dan lingkungan kerja

pengaruh kepemimpinan motivasi dan lingkungan kerja - Jan 17 2023

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