

Self Coaching Cheat Sheet

This sheet is based off John Whitmore's GROW model and to get the maximum benefit from it then follow the instructions below and **DO NOT LOOK AT THE QUESTIONS ON PAGE 2.**

This activity is designed as a self-help resource that requires a friend rather than any paid person to act as the "Asker". The person wanting the coaching is the person responding to the questions, aka the "Responder".

Instructions:

Print off or provide PAGE 2 to the "Asker".

The Asker will read out a short introduction to prepare the Responder.

The Asker will then read out a series of questions. One at a time, only moving onto the next question once the Responder has determined an answer and nodded.

Do not say the answer out loud, simply nod when the Responder is mentally holding the final answer.

The Responder must remain silent for the entire period of questioning.

The Asker should take note of time that the Responder takes on each question and observe any signs of challenge or difficulty. There should not be any pressure to move on and the Responder must be permitted to use as much as needed.

At the end of the questions, the Responder and Asker should discuss any long-dwell questions or other observations.

Notes:

The power of this activity is in the silence of the responder and the internal mental processing in front of another person.

On rare occasion, Responders may be challenged by these questions such that certain goals may not initially seem achievable and therefore emotional reactions are possible. These questions are designed to inspire and prompt action whilst coming to a realistic position.

Question Section

Scenario - "Asker" to read this out to Responder

Think of an important personal or business goal or thing you have wanted to do but have not progressed toward it as much as you wanted too yet.

Visualise and think of that as the following questions are asked.

Do not speak, simply nod when you have a final answer. Take as much time as you need.

Questions

What specific outcome or result would you like to achieve?

What would the benefits be?

What will your measures of success be?

What will the attitudes and behaviours of people around you be if you achieve this?

What is a realistic time frame for this?

What prevents you from doing this thing?

What assumptions are you making here?

What factors can you control?

What factors can you NOT control?

What will happen if nothing changes?

Who can help you with this?

What options can you think of that would move you towards your desired outcome?

What would the easiest course of action that would move you forwards?

What would be the most radical thing you could do?

What is most likely to get you where you need to go?

What will be the first step to move you forwards?

When are you going to make that step?

What might stop you making this step?

Who can you ask to follow and support this process?

How committed are you to making this happen on a scale of 1-10?

What prevents this from being a 10?