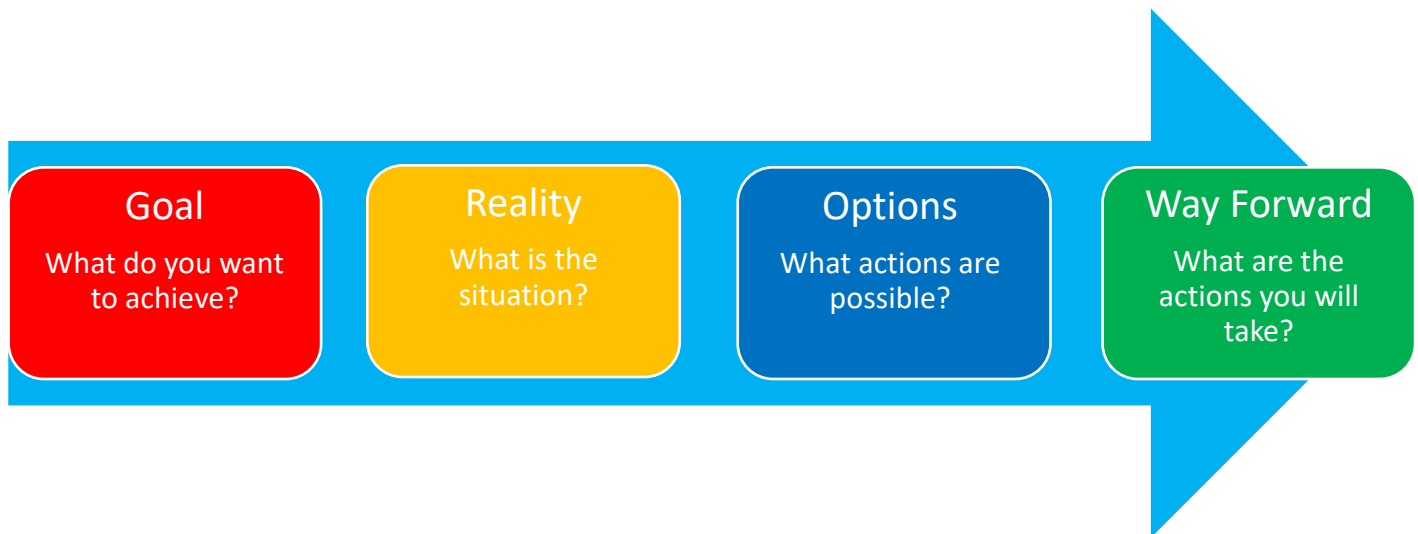


GROW your people



Goal	Reality	Options	Way Forward
Possible Questions: <ul style="list-style-type: none"> What do you want to achieve? What would you like to discuss? What would you like to be different when you leave this meeting? What is the result or outcome you want? What is important to you right now? What areas do you want to work on? What is happening that you don't like/want – and what do you want instead? Where would you like to be on a scale of 1 – 10? What will make you feel that this discussion has been useful? 	Possible Questions: <ul style="list-style-type: none"> What is the situation right now? What do you find yourself worrying about most? What has stopped you from achieving more? What is it about the situation that you don't want? What affect does this have on you/others? Where are you in relation to your goal? What are the consequences of staying with the status quo? What skills, knowledge and attributes do you have to tackle this issue? Given what we've discussed are there any refinements to your original goal? 	Possible Questions: <ul style="list-style-type: none"> What could you do to change the situation? What are all your possible options? What could you do to move forward towards this goal? What are the alternatives to that approach? What are the positives and negatives of this? If the roles were reversed, what would you tell me to do? What approach have you seen used (or used by yourself) in similar circumstances? Great, what's another way? Good, what else could you do? What factors will you use to weigh up the best options? 	Possible Questions: <ul style="list-style-type: none"> What actions will you take? What specifically are you willing to do? What are the next steps? When will you start? What are you most excited about doing? How will this activity get you to your goal? How will you know you have been successful? Who and/or what do you need to support you? What might get in the way (how will you deal with that?) On a scale of 1 – 10 how committed / motivated are you in doing this?

Listen and Question

Check and Reflect

Support and Review

