

# GROW Career Conversations

	STEP	Inquiring Role
G	GOAL setting for the conversation and larger context	<p>What's your vision of your career over the next few years?</p> <p>What is most pressing for you right now?</p> <p>What are you hoping to gain from this conversation?</p> <p>What would be the best use of your time for the next hour?</p>
R	REALITY checking to explore both sides of the situation	<p>What % of your potential are you leveraging now?</p> <p>What would it look like if you could maximize your potential?</p> <p>What's getting in the way?</p> <p>How satisfied are you now in current role on a scale of 1-10?</p> <p>When do you find yourself losing track of time?</p>
O	OPTIONS and strategies or courses of action	<p>What's possible?</p> <p>How can you decrease the existing barriers or distractions?</p> <p>What are two to three crazy ideas you have?</p> <p>What would need to happen to increase your level of satisfaction by one number?</p>
W	WHAT'S NEXT to determine what should be done differently	<p>What are you willing to do?</p> <p>How much time are you willing to invest?</p> <p>What do you need to let go of to move forward?</p> <p>How can I support you?</p>

Source: Adapted from John Whitmore's *Coaching for Performance*