

# SMART GOALS

Exercise in pairs. A chooses a target and B proposes support questions. See how the goal changed after the questions. Go through the questions quickly, learn to go through these questions in a short timeframe. Then change roles.

## 1. Specific and simple

- What is your goal, what is it exactly, what is the essence?
- Where and with whom do you want to achieve that goal?
- How are you going to do this?

## 2. Measurable and meaningful

- When will you know you have reached your goal, how can you test this?
- What do you see?
- What do you hear around you?
- What do you say to yourself?
- How do you feel about that?
- What do you do?
- What can you do?
- Which other things are involved?
- Does it all make sense? Is it worth the investment?
- What do you gain? What does it bring for you that is important to you?

## 3. As if and achievable

- Is the achievement of the goal completely in your own hands, or are you dependent on others?
- What can you do to achieve your goal; do you think it's achievable?
- If you were to have it now, how would that be for you?
- Is the goal also desirable in other areas of your life: health, work, relationships, hobbies etc.

## 4. Realistic and ecological

- Would achieving your goal have negative consequences for yourself or for others?
- How would others react if you had reached your goal? (family, relatives, friends, colleagues etc.)
- How will your life change when you reach your goal?
- Could it be in anyway irresponsible to achieve your goal?

## 5. Timed and positively formulated

- What is now your goal (after answering these questions) What do you want ...?
- What is your timeframe?
- Are there any sub goals, what are these?
- What is your first step?

## 6. The goal summarized:

- A. What do you have / get when you reach the goal?
- B. What do you or don't you have / get when you reach your goal?
- C. What do you have / get if you do not reach the goal?
- D. What don't you have / get if you do not reach your goal?



# BASIC GROW MODEL QUESTIONS FOR COACHING

## Goal

### ***What do you want to achieve?***

Once you have discussed the problem or dilemma, assist your coachee to turn the problem into a SMART goal (specific, measurable, achievable, realistic and timebound)

- **What do you want instead of the current problem?**
- **What would be the ideal situation?**
- **Can you make a picture or mini movie in your mind of the successful situation? As if you are already in the future? (give time for them to visualise and really connect with what they really want)**
- How much personal control or influence do you have over your goal?
- When do you want to achieve it?
- How will you know if you have reached your goal?

## Reality

### ***What is happening now?***

- What is the present situation?
- **What are your obstacles?**
- What is the effect on you and others – physically, emotionally?
- **What is missing in the situation?**
- What talents, skills, resources do you have that you are not using?
- What is holding you back?

## Options

### ***What could you do now?***

- **What else could you do?**
- What do you need to overcome the obstacles you face?
- Who could help you in this situation?
- Who could give you advice? Imagine they were here now with us, what would they tell you?
- Imagine you are 10 years older/younger... What would you tell the current aged you – what good advice would you give yourself?

## What next?

### ***What will you now do?***

- **What is your first step now?**
- **Which option(s) do you choose?**
- What support do you need and from whom?
- What will you do to obtain that support and when?
- What could I do to support you? (e.g. contact you in a month to see if you have done what you promised to do?)
- **On a scale 1-10, what is your degree of commitment to taking these agreed actions?**
- What could you do to raise your commitment closer to 10?

Extra questions:

- How will you report back about this, to whom, when?
- When will you review your plan?

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