

## GROW Model of Coaching

<p><b>GOAL:</b></p> <ul style="list-style-type: none"> <li>✓ Agree on the discussion topic and the goal of the session</li> </ul>	<p><u>Clarify the goal and focus of discussion:</u></p> <ul style="list-style-type: none"> <li>○ What would you like to discuss?</li> <li>○ What do you want to achieve in this session?</li> <li>○ Why is this important to you now?</li> <li>○ What difference would you like to see on leaving this session?</li> <li>○ How will you know you've achieved this?</li> </ul>	<p style="text-align: center;">NOTES:</p>
<p><b>REALITY:</b></p> <ul style="list-style-type: none"> <li>✓ Invite self-assessment of the topic &amp; situation</li> <li>✓ Clarify the situation</li> <li>✓ Check assumptions</li> </ul>	<p><u>Explore the current situation:</u></p> <ul style="list-style-type: none"> <li>○ What impact or effect does this have?</li> <li>○ How do you know that this is accurate?</li> <li>○ How often does this occur?</li> <li>○ What are other factors that are relevant?</li> </ul>	
<p><b>OBSTACLES:</b></p> <ul style="list-style-type: none"> <li>✓ Identify obstacle(s) and types (people, resources, environment, etc.)</li> </ul>	<p><u>Explore the obstacles:</u></p> <ul style="list-style-type: none"> <li>○ What prevents you from reaching your goal?</li> <li>○ What else gets in the way?</li> <li>○ What personal changes do think you would have to make to achieve your goal?</li> <li>○ What is hindering you from changing?</li> </ul>	
<p><b>OPTIONS:</b></p> <ul style="list-style-type: none"> <li>✓ Invite suggestions from the coachee</li> <li>✓ Make sure the coachee makes the option choices</li> </ul>	<p><u>Explore all the options:</u></p> <ul style="list-style-type: none"> <li>○ What other approaches are possible?</li> <li>○ If you could choose, which approach would you select?</li> <li>○ Who might be able to help you?</li> <li>○ What are the pros and cons for that option?</li> <li>○ Which option do you prefer to go with?</li> </ul>	
<p><b>WAY FORWARD:</b></p> <ul style="list-style-type: none"> <li>✓ Get a commitment to act</li> <li>✓ Call out the obstacles</li> </ul>	<p><u>Design a plan of action:</u></p> <ul style="list-style-type: none"> <li>○ What are your next steps?</li> <li>○ What is the timeframe?</li> <li>○ What could get in the way?</li> <li>○ What support will you need?</li> <li>○ How and when can you get that support?</li> </ul>	