Using the GROW model of coaching

This framework provides a simple four-step structure for a coaching session

**Goals –**
(Set goals, write them down, establish what is wanted out of the session)
- What do you want to achieve?
- What will that enable you to do, that you can’t do today?
- What are the expectations of others?
- Who else needs to know about the plan? How will you inform them?

**Reality –**
(Let them tell their story, invite self assessment, what’s happening, when does this happen, what effect does it have, other factors)
- What is the reality of the current situation?
- What’s stopped you reaching this goal already?
- What are the real barriers and what are the assumptions?
- Do you know anyone who has achieved this goal?
- What can you learn from them?

**Options -**
(Brainstorm options, ask – don’t tell, empower, ensure choice, how can you move toward the goal, what has worked in the past)
- What could you do as a first step?
- What else could you do?
- What would happen if you did nothing?

**Will -**
(Identify specific steps and any obstacles, write action plan)
- Where does this goal fit in with your personal priorities at the moment?
- What obstacles do you expect to meet? How will you overcome them?
- How committed are you to this goal? 1 (not at all) – 10 (100% motivated)?
- What steps do you need to take to achieve this?

**Self-Coach using the GROW Model on Yourself…**

**Tips for Using the GROW Model**
- Use ‘ask’ more than ‘tell’; elicit innovative ideas from your coachee - don’t just try to show you are smart
- Think creatively - not just systematically, invite radical ideas, particularly in the Options and Will steps
- Illustrate, and check understanding, throughout by using specific examples - from your own and the coachee’s experiences