

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