## Using the GROW model of coaching

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

**G**oals –



(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?

**R**eality –

(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?

**O**ptions -

(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?

**W**ill -

(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**](http://www.1000ventures.com/business_guide/crosscuttings/communication_questions.html)**' 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

**Coaching Worksheet**



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