

THE GROW MODEL OF COACHING

Agree the goal for the session

- ✧ What would you like to achieve by the end of this session?
- ✧ How will you know you've achieved it?

What is happening now?

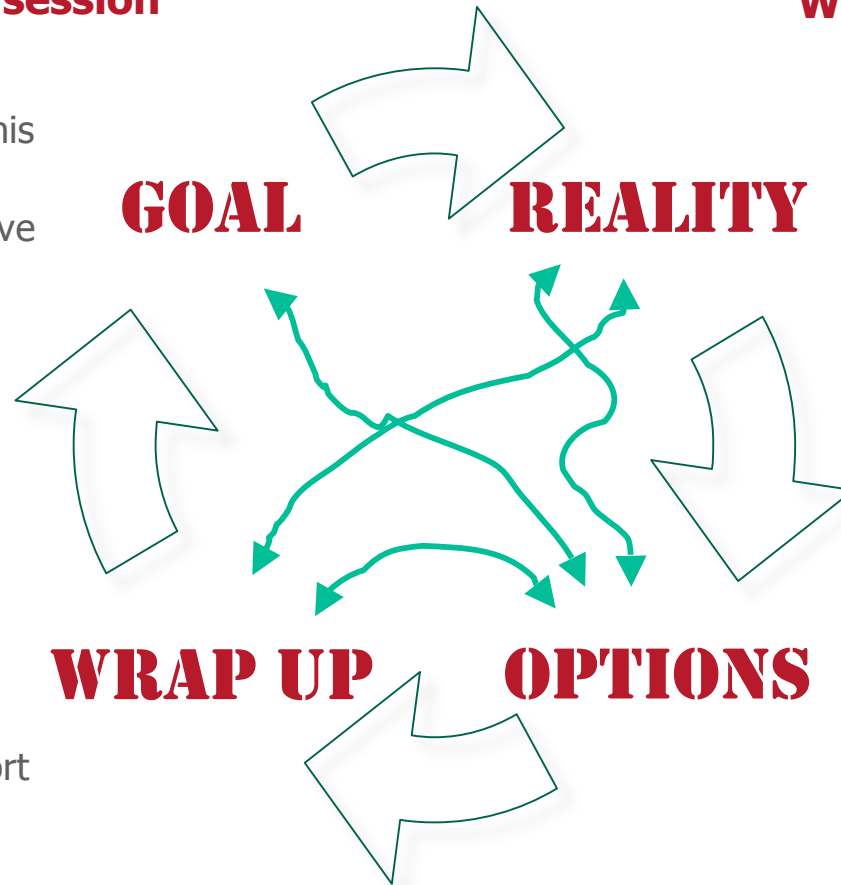
- ✧ Understand coachee's reality
- ✧ Listen, Empathise, Question

Making it happen

- ✧ Create a plan
- ✧ Define specific steps and agree on time frame
- ✧ Discuss and agree support structure
- ✧ Agree follow up

What can be done about this?

- ✧ Encourage coachee to define a number of options
- ✧ Offer own suggestions (carefully)
- ✧ Let coachee decide on preferred option



Useful questions for GROW model

GOAL

- ✘ What do you want to achieve (overall)?
- ✘ What can we do in this session to help you towards that goal?
- ✘ What will you have at the end of this session that you don't have now?
- ✘ What do you want to achieve long term?
- ✘ What does success look like?
- ✘ How much personal control or influence do you have over your goal?
- ✘ When do you want to achieve it by?
- ✘ Is that positive, challenging, and attainable?
- ✘ How will you know you achieved it (what would you be seeing, hearing, feeling) ?

REALITY

- ✘ What is happening now? (WHAT, WHEN, WHERE, HOW MUCH, HOW OFTEN)
- ✘ What is involved (directly & indirectly)?
- ✘ How is this affecting you?
- ✘ What are you **observing** about this?
- ✘ What are you **assuming** about this?
- ✘ How do you feel about this?
- ✘ What things are going badly on this issue, what happens to you?
- ✘ What happens to others directly involved?
- ✘ What is the effect on others?
- ✘ What have you done about this so far?
- ✘ What results did that produce?
- ✘ What is holding you back from finding a way forward?
- ✘ What is really going on? (Intuition)

OPTIONS

- ✘ What options do you have?
- ✘ What else could you do? (don't worry about whether it's realistic at this stage)
- ✘ If you could do ANYTHING about this what would you do?
- ✘ Who can help you with this?
- ✘ What ? (Time, power, money, etc.)
- ✘ Would you like a suggestion from me?
- ✘ What are the benefits and costs of each?
- ✘ Which option do you feel strongly about? Why?

WRAP UP

- ✘ Which options or option do you choose?
- ✘ To what extent does this meet all your objectives?
- ✘ What are your criteria and measurements for success?
- ✘ When precisely are you going to start and finish each action step?
- ✘ What could arise to hinder you in taking these steps?
- ✘ What personal resistance do you have, if any, to taking these steps?
- ✘ What will you do to eliminate these external and internal factors?
- ✘ Who needs to know what your plans are?
- ✘ What support do you need and from whom?
- ✘ What will you do to obtain that support and from whom?
- ✘ What will you do to obtain that support and when?
- ✘ What could I do to support you?
- ✘ Is there anything else you want to talk about now or are we finished?