

Using the GROW Model of Coaching

Goals Reality Options Wrap Up

These questions form the basis of a coaching session. They are suggested questions only. It is important to adapt them to your own style. Each coaching session should work through each part of the GROW process.

Goals

(Set goals, write them down, establish what person wants out of the session)

- What do you want to achieve out of this coaching session/ relationship?
- What are the SMART goals you want to achieve?
- Why are you hoping to achieve this goal?
- 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?
- Why haven't you reached this goal already?
- What is really stopping you?
- Do you know anyone who has achieved that 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?

Wrap Up

(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?
- What steps do you need to take to achieve this?

Coaching Worksheet

Goals

(Set goals, write them down, establish what person wants out of the session)

Reality

(Let them tell their story, invite self assessment, what's happening, when does this happen, what effect does it have, other factors)

Options

(Brainstorm options, ask – don't tell, empower, ensure choice, how can you move toward the goal, what has worked in the past,)

Wrap Up

(Identify specific steps and any obstacles, write action plan)