

The GROW Model

Establish a GOAL

- Tell me about the problem / issue?
- What will the situation look like when the problem is resolved?
- What would you like to achieve?
- Where would you like to be in your career 12 months from now?

Explore REALITY

- How do you experience the situation right now?
- What have you already done to try to progress?
- What has worked well / not so well?
- What obstacles are in your way?

Consider the OPTIONS

- What could you do to resolve the problem? (Brainstorm options)
- What have you seen work in similar situations?
- What would you do if you knew you couldn't fail?
- What can you do to move yourself just one step forward?

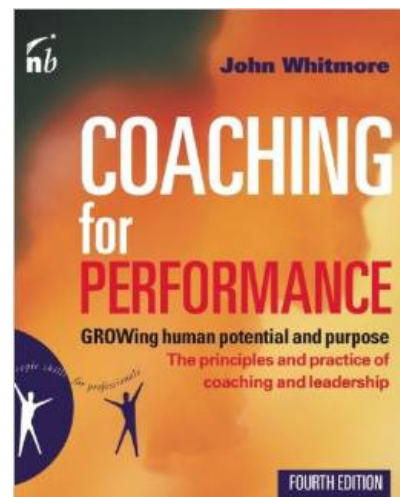
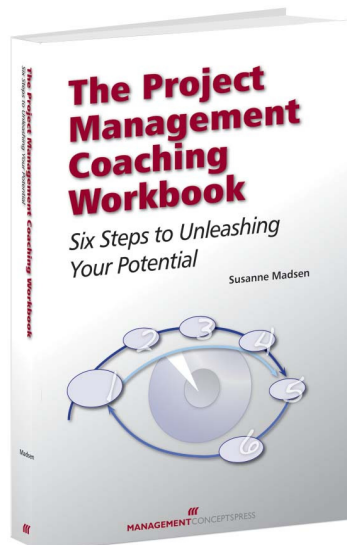
What is the WAY forward?

- What are your next steps?
- What actions will you commit to taking and by when?
- What support will you need?
- Is there anything else you need to consider?



Coaching tips

- Listen with your entire body and use your intuition.
- What is being said between the lines?
- Notice how your coachee is feeling.
- Ask open questions. Ask “what” and “how” more than “why”
- Repeat and paraphrase: “what I hear you say is..”
- Give your coachee time to reflect on your questions.
- Ask into aspects that don’t appear congruent.
- Avoid talking about yourself or giving advice.
- Avoid asking several questions at once.
- Finish off a session by asking the coachee what action they will take.



Coaching questions

- Tell me about the problem. What are you experiencing?
- How does the situation look once the problem has been resolved?
- How have you tried to solve the problem in the past?
- What are your options?
- What is holding you back?
- Which resources (internal and external) can you make use of?
- What would you do if you knew you couldn’t fail?
- What action will you take and when?
- What type of support do you need, and from whom?