

# The GROW Model



To make this easy we are giving you a road map to follow that will result in creating actions.

Utilizing a deceptively simple framework, the GROW Model provides a powerful tool to highlight, elicit and maximize inner potential through a series of sequential coaching conversations.

The GROW Model is an acronym standing for (G)oals, (R)eality, (O)ptions and (W)ay forward.

Highlighting the four key steps in the implementation of the GROW Model. By working through these four stages, the GROW Model raises an individual's awareness of their own aspirations, a greater understanding of their current situation, the possibilities open to them, and the actions they could take to achieve their personal and professional goals. By setting specific, measurable and achievable goals, and a realistic time frame for their achievement, the GROW Model successfully promotes confidence and self-motivation, leading to increased productivity and personal satisfaction.

The GROW model was developed by Sir John Whitmore in the 1980's.

## GOAL

- What will be happening when you reach your target score?
- What impact will that have on your blend?
- What exactly do you want to achieve?
- What do you want to avoid?
- What would be the benefits (to you and others) once you've achieved this goal?
- What would be the costs (if any) of achieving this goal?
- How will you when you've achieved this goal?
- When do you want to have achieved this by?
- Imagine a miracle occurs and you wake up tomorrow and everything is how you want it to be in this element, talk me through what is different?
- How will you feel when you reach your target score?
- Imagine you have already achieved your target score – tell me how you did it.
- What will you see, hear and experience when you have achieved this goal?
- What will happen if you do not make this change?
- How important is it to you to make this change? (on a scale of 1 – 10)
- How far are you from where you want to be?
- What does it mean to you to reach your target score?

## REALITY

- Describe the current situation to me in relation to this element?
- What impact is this having on your Blend?
- What circumstances brought about this reality?
- What have you done about it in the past?
- What is working well for you in this element at the moment?
- What is stopping you from achieving your target score?
- Do you know other people who have achieved this goal? How did they do it?
- What are your strengths and how can they help in this element?
- What are you like when you're at your best? What do other people say about you?
- What are your emotions about the current reality?
- What does the current situation give you?
- What does the current situation cost you?
- What needs immediate attention?
- What assumptions are you making about your current situation which are stopping you from making changes?
- Who or what supports you in relation to this element?
- What do you think is the nub of the issue?

## OPTIONS

- Think of as many solutions to your issue as you can. Which one do you like best?
- What are your options?
- What could you/we do differently?
- How have you solved similar situations in the past?
- What worked well/didn't work well?
- What are all the different, creative ways in which you could approach this issue?
- How would someone else approach this situation differently?
- What advice would you give someone else if they were in this situation?
- Which option would give you the best outcome for your Blend?
- How else could you look at this situation?
- How else could you feel about this situation?
- How could you improve your plan?
- What would make this option even more appealing to you?
- Who could you ask for support?
- What resources do you need?
- By saying yes to this situation, what are you saying no to?
- How would it change things if you viewed this as an opportunity?
- Does it have to be either/or?

## WAY FORWARD

- What are you/we going to do about this?
- What are the next steps?
- What shall we do first?
- What could you/we do for a quick win?
- What change(s) can you implement immediately?
- What support do you need and how will you get it?
- Who else do you need to involve in this?
- What can I do to support you with this?
- What can this business do to support you with this?
- What difference will it make to you when you have achieved this?
- How will you remember to do this?
- When will you start?
- When will you finish?
- What commitment do you have on a scale of 1-10?
- What would need to be different to raise your commitment?
- Imagine looking back on this in a year's time, how will you feel knowing that you changed the situation?
- What more do you think, feel or want to say?
- How will you know you have achieved it – what will be different? What measurable outcomes will there be to your blend?