

G R O W MODEL



SHARING INSIGHT



Introduction

The effective coach usually prefers to use questioning rather than telling with the person being coached in order to:

- Raise the awareness
- Create enthusiasm
- Stimulate to ownership of his/her own learning
- Help individuals to set their own goals
- Assist in creating realistic action plans
- Help the person being coached to find solutions and answers for themselves
- Build the commitment to implement plans and to reach goals
- To support the person being coached in applying and in refining further what he/she have learnt



GROW-model

The “GROW” model described here is a framework and checklist of the sort of questions that a coach can ask for these purposes.

When using these questions:

1

Use whatever words fit your natural style and language. There is no need to repeat the exact wording in the checklist!

2

GROW is a useful way to remember the four key areas where questions will be helpful. But you do not need to follow the sequence of letters G – R – O – W. You can jump in and out of the questions according to the needs of the situation.

3

These questions can be used both when coaching individuals and when coaching a team.

4

The questions can be used at the start of a coaching session, to set goals and clarify expectations; during the session itself to draw out the learning; or after a session to summarise and consolidate the learning.

5

You do not need to use every one of these questions in every coaching session; indeed, you may on some occasions not use any questions at all!

Whilst a questioning approach is usually the most effective, there will be times when the person being coached wants clear direction, information and feedback from you, in which case excessive questioning may simply irritate or frustrate them.

GROW-model

GROW: Goal, Reality, Options, Will

G

GOAL

Setting goals for the learning project in general, or for this particular coaching session.

- What exactly do you want to achieve (short/medium/long term)?
- Is any part of it measurable?
- How will you know if you reach your goal?
- By when do you want to achieve it?
- How much of this is within your control?
- Is the goal positive, desirable, challenging, achievable for you?
- How would you rate your achievements so far, in this respect (from 1 to 10)?
- Do you want to break down the overall goal into more manageable sub-goals?

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R REALITY

Testing and raising awareness of the situation right now.

- Why haven't you reached this goal already?
- What have you done so far to move towards this goal?
- What have you already learnt from that?
- Who else do you need in order for you to reach this goal?
- Who else will be affected if you reach this goal?
- Is there anybody else who is successful in achieving this sort of goal?
- If so, what can you learn from them?
- What constraints inside yourself are holding you back from this goal?
- What constraints outside yourself are holding you back from this goal?
- How might you overcome them?
- What is really stopping you?
- What might you do to sabotage your own efforts to reach this goal?

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OPTIONS

Finding alternative strategies, solutions, answers.

- What could you do (as the next step) to move towards the goal?
- What else could you do? And what else? (Keep repeating this)
- If time was not a factor - what could you do?
- If resources were not a factor – what could you do?
- If there was no “history” and no “politics” – what could you do?
- What would happen if you did nothing?
- Is there anybody whom you admire or respect who does this really well? What do they do that you could try?

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W WILL

Testing your commitment to your goal, making concrete, realistic plans to reach it.

- Which of all the options will you choose? (Maybe several)
- How does this help you to achieve your goal?
- Who else needs to know about your plan? How will you inform them?
- What obstacles do you expect to meet? How will you overcome them?
- Do you have other priorities that will take your energy and motivation?
- How would you score your own level of commitment to achieving this goal, on a scale of 0 to 10? (0 being “absolutely not!” and 10 being “totally committed!”)
- If your commitment score is less than 8 – will you actually do it? Would it not be better to drop the idea and find something that you really want? Do you need to feel guilty if you drop it? Should you break it down into smaller steps?

