

Applying the GROW Model

With the GROW Model, a coaching session can turn from a simple interaction into a structured and meaningful conversation.

Instructions: Use the GROW Model in a conversation/coaching session. Encourage your participant to reflect on each stage of the GROW Model by using the included guide questions. As the conversation happens, take notes of your participant's answers and feel free to create and use your own questions to maximise the learning process.

Participant name:

	GUIDE QUESTIONS	YOUR NOTES
Goal Define the desired outcome, goal, or change to be achieved.	<ul style="list-style-type: none"> • What do you want to achieve? • Why have you chosen this goal? How much effort are you prepared to invest in achieving it? • What will you learn as you pursue this goal? What other benefits are there for you? • Is the goal challenging but achievable? How motivated are you to pursue this goal / change? 	
Reality Assess the current situation and the factors that led to it.	<ul style="list-style-type: none"> • What is the real challenge here for you? • What has happened that lead to this point? • What is getting in your way, including your own thoughts or beliefs? • What has helped and not helped? • What assumptions might you be making? • Who might offer a different perspective? 	
Options Explore all possible solutions to move forward in a positive direction.	<ul style="list-style-type: none"> • What have you tried so far? • What options can you see? Are there other options that might work just as well? • What haven't you tried yet that might work? • How motivated are you to take any of these options? • What could you do to increase your motivation for a particular option? 	
Will/Way Forward Determine the most effective action plan to successfully reach the goal.	<ul style="list-style-type: none"> • What will you do next? • What might get in the way? What will you do then? • What sources of support or assistance could you draw on? • How will you feel once this is done? 	