

GROW MODEL

The GROW model is one of the more well known tools to help a client reach their goals and achieve their aspirations. It's a simple four step process that's effective in almost any coaching situation.

I've broken down the four steps below, together with some example questions for each.

Step 1: GOALS – (These are the client's objectives for the coaching)

What is it you'd like to discuss today?
What would you like to achieve during today's session?
What will make you feel like you have really achieved something today?
What could we work on today that would make the biggest change to your life?
What would you try today if you knew that you couldn't fail?
What is driving you to achieve these goals?

Step 2: REALITY – (Where are they now, what is the current reality?)

What is your current perception of the situation?
Where are you now in relation to your goals?
Do you know other people who have achieved this goal?
Why do you think you haven't reached your goal so far?
What progress have you made so far?
What is working well for you/what would you like to improve?

Step 3: Options – (What possible actions could the client take to move forward?)

What COULD you do to change the current situation?
Who might be able to help you?
If anything was possible, what would you do?
What could be your first step?
What's the worst thing that could happen if you did (action)?
Which of these options would be of most benefit?

Step 4: -- Wrap Up – (The client's commitment to the actions)

What would be one small step you could take today to get you started?
When will you take these next steps?
What actions will you take?
Will you need support to get that done?
What will be the result of not following through on your plans?
How will you know you've achieved these goals?