004- GROW Model

Hello again and welcome to today's show, hopefully if you're listening to this episode you've already heard episodes, two, and three, where we covered SMART goal setting and WOOP goal setting?

If you haven't, then I definitely recommend that you shoot back over to the podcast website, theskillfulmind.com/podcast and listen to those first.

So, assuming that you've done that. What we're going to talk about today is a technique that's used mainly by life coaches, but that you can use on your own. And it's a system called GROW.

Grow is a questioning technique that can be used alongside SMART or WOOP, and basically it's a series of questions that help you drill down and recognise different things. Like the tasks, resources, processes you can take etc., that will help you reach the goals.

It also helps you think beyond the obvious answers. So for example, you may find that in your original goal setting that the reason you want the goal, is to be a more confident person.

And what this does, is it helps you look deeper into yourself and discover the reasons that you really want. Things like to interact with people, or to try new things, but you've never really felt confident enough.

So, GROW itself stands for GOAL. REALITY. OPTIONS and WAY FORWARD, or WHAT ACTION so we're going to cover each of those four in turn.

What I'll do. is I'll leave a link on the podcast page so you can download a short ebook I've written for coaches, which includes 16 questions that we use in the GROW process. And I'm sure you'll find that very helpful.

So let's start with the G, for GROWTH and some of the additional questions that you will find in this are things like for example,

“What could you do every week, or every day that would move you closer to your goal?”

So if for example, your goal was that you'd like to be able to interact with people more, then maybe your daily goal could be to say “hello”, or “good morning” to a stranger each day.

Another question is, “If you had to do one thing today, what would that one thing be?”

One of the most productive ways to reach the bigger goals, is to have a series of smaller goals on the way. The more small successes you can get, the better it's going to be for you. So that question helps with that.

The next section in grow is R for REALITY. So whereabouts are you now, in relation to where ultimately, you want to be?

So these questions really help you to recognise the hidden and unconscious reasons why you might have struggled before, and that tends to be one of the biggest problems.

So things in the reality section would be things like, “What are three things that you're doing regularly that don't serve, or support you?” So for example, you may have a goal that says that you

want to get out and meet people more. Yet you spend four or five hours every day, flicking through Facebook.
The next is, “What is your favourite way of sabotaging yourself and your goals?”

If we try hard enough, we can all find things that we just have to do, instead of the tasks that we need to do, in order to reach our goals. And this question just gets you clear on those things.

Next is the O for OPTIONS. And options helps you to really think about the inner skills that you have. Things that you hadn't even thought about.

So some of the questions in this section could be things like, “What would you try now, if you knew you couldn't fail?” Fear of failure is one of the biggest things, one of the biggest stumbling blocks that people with a low self confidence and low self esteem often struggle with. So that question gets you clear on that.

And “What one thing, could you do right now, that would make the biggest difference?”

Again, we're going back here now, to things that you can do immediately. You should never leave the point of starting a goal, without doing something towards its completion. And this question helps you get started on that section.

Okay, and finally the WAY FORWARD or sometimes it's WHAT ACTIONS, but it's very similar to the PLAN, part that we spoke about in WOOP. But, this is more specific and it actually helps you commit to taking those actions.

So some of the questions that you will find here are things like, “What are you willing to do, to improve the current situation?” Sometimes we sabotage ourselves without really knowing it and this question just helps us to get clear on the sorts of things that we're willing to do to get over that aspect.

Which brings us to the second question, which is exactly the opposite. “What are you willing to stop doing, to improve the situation?” As I mentioned before about Facebook, there are all sorts of things that we do every single day, that unconsciously stop us from achieving the things we really want to achieve.

And then finally, “What's your next action and when will you do it?” This gives us the commitment we need to get started.

So there we go, it's a very brief overview of how the growth system works. Obviously there's more information over on the website, theskillfulmind.com/podcast/004. I'll put all the links to the various things that we've spoken about. And as I said before, a link to the short ebook, which will give you 60 questions that you can use in this system.

If you've got any questions, or any comments leave them on the website, and until next time, bye for now!