

GROW Coaching Model

Some individuals find it difficult to settle on an approach to developing their capability – their development goals can be unclear and they are unsure about what to do next. The GROW coaching model can be used to assist individuals expand and explore their thinking about what the current situation is and what might be possible.

Defining GROW

While there are several variations on the GROW acronym, this document refers to the GROW coaching model in the following format: **G**oal, **R**eality, **O**ptions, and **W**ill.

What are your **Goals**?

- Provides understanding of principal aims and aspirations
- Clarifies the desired result from the session

What is the **Reality**?

- Assesses the current situation including any actions taken so far
- Provides understanding of internal obstacles and blocks currently preventing or limiting progression

What are your **Options**?

- Identifies the possibilities and alternatives
- Outlines and questions a variety of strategies for progression

What **Will** you do?

- Creates a summary and plan of action for implementation of the identified steps
- Highlights how accountability and achievement of the goals will be ensured

Hints and tips

- The GROW model is most successful when individuals have spent sufficient time exploring the goal and they have defined something which they find both inspirational and challenging.
- The coaching conversation should be allowed to move flexibly through each area of the model – this may mean revisiting the goal if needed.
- Towards the end of the options step it may be worth evaluating each of the ideas that have been generated.

GROW Coaching Guide

Goal <ul style="list-style-type: none"> – What do you want achieve? – What's important to you when it comes to your development? – What do you want to achieve? in your own development? – What would you try now if you knew you couldn't fail? 	
Reality <ul style="list-style-type: none"> – What is happening now (what, who, when, and how often)? – How far away are you from what you want? – What's been going well? – What's in your way? – How do you feel about this? – What impact is this having on you? – What steps have you already taken towards your goal? 	
Options <ul style="list-style-type: none"> – What else could you do? – What has worked in the past? – What factors or considerations will you use to weigh the options? – What do you need to stop/start doing in order to achieve this goal? – What else do you need to reach your goal? Where can you get it? – What are the advantages and disadvantages of each option? 	
Will <ul style="list-style-type: none"> – What will you do and when will you do it? – What concrete step can you take right now? – What steps come next? – On a scale of 1–10 how committed are you to this? – How will you overcome your obstacles? – How can you keep yourself motivated? – When do you need to review progress? Daily, weekly, monthly? – What exactly will you do to reach your goal, and when? – Who will support you? – What sort of environment do you need to set up to succeed? 	