



## **THE CLEAR COACHING MODEL**

An Alternative To The Grow Model

The GROW model for how to structure a coaching session is so widely used that its easy to forget that there might be other great models. The CLEAR model provides a different perspective on what to focus on in a coaching session.

**CLEAR** is an acronym for:

- **Contracting:** Opening the discussion, setting the scope, establishing the desired outcomes, and agreeing the ground rules.
- **Listening:** Using active listening encourage the coachee to develop their understanding to encourage personal insight.
- **Exploring:** Helping the coachee to understand the personal impact the situation is having on themselves, and challenging the coachee to think through possibilities for future action in resolving the situation.
- **Action:** Supporting the coachee in choosing a way ahead and deciding the next step.
- **Review:** Closing the intervention, reinforcing ground covered, decisions made and value added. The coach also encourages feedback from the client on what was helpful about the coaching process, what was difficult and what they would like to be different in future coaching sessions.

The model makes explicit the importance of the wider contracting issues, encouraging questions like 'What helps you learn?' and "What blocks your learning?". Secondly, the CLEAR model emphasises the importance of reviewing the sessions to reinforce the value and importance of the interaction.