Using the GROW Coaching Model with Students
Process with Sample Questions

GOAL
Identify an overall objective (eg. To become a successful journalist)
> *Use open, non-directive questions to allow student to identify own goal*
> *Once agreed:* "If that is your goal, what do you need to do now?"
> *Then discuss the best use of time allocated for coaching:*
> "How do you want to use your time today?"
> "What would be the most helpful thing we could talk about?"
> "What do you want to have achieved before leaving here?"

REALITY
Help student to see their situation from a different perspective
> *Use open, non-directive questions to allow student to explore "current reality"*
> *Listen attentively, highlight and encourage positives, challenge negative self talk*
> "What is happening now?"
> "How would others see this situation?"
> "What particular skills or attributes do you have now?"
> "What do you enjoy doing?"

OPTIONS
Encourage students to be creative and explore a large number of options
> *Take a non-directive approach (i.e. do not offer advice or suggestions)*
> *Believe in the ability of the student to generate their own options*
> "What could you do?"
> "What else?"
> "If you could do *anything,* what would you do?"
> "What would someone you really admire do if they were in your situation?"

WAY FORWARD
Evaluate the options and prepare a plan of action
> *Ensure that the student leaves with one achievable task to undertake*
> "Of all of these options, which is the one you want to pursue?"
> "What is the first step you need to take?"
> "What is the percentage chance of succeeding?"
> "What do you need to do to significantly raise that percentage?"
> "What will happen if you achieve your goals?"
> "What outcome would make you proud?"

Agree a follow-up coaching session to celebrate progress.
Apply the GROW coaching model at the next session.

For more information about the GROW coaching model, see:
Whitmore, J. (2007). *Coaching for Performance.* London: Nicholas Brealey.

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