

# GROW MODEL

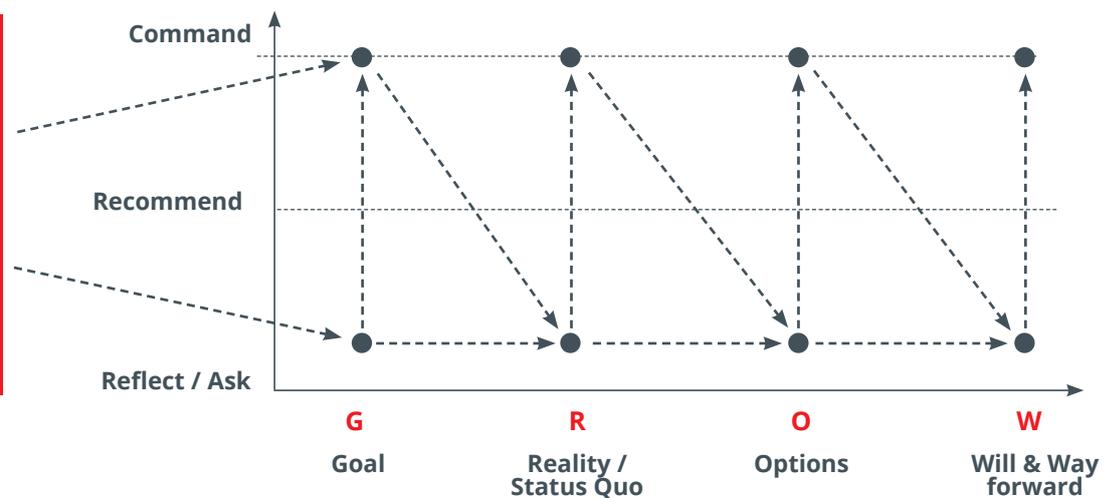
Clarify the topic - transform a problem into a solution - make a wish come true

**Introduction**

- Topic
- Procedure
- Schedule
- Estimated expectations

**Metaposition**

If necessary, stop the conversation and talk about the quality of it and the reflection of your observations.



GROW - PEER - COACHING	PERSONAL GROWTH
<p><b>Goal</b></p> <ul style="list-style-type: none"> <li>■ What do you want to achieve?</li> <li>■ Why do you want it?</li> <li>■ What is the value of the desired state for whom?</li> <li>■ How could I see that you are successful?</li> </ul>	<p><b>Reality</b></p> <ul style="list-style-type: none"> <li>■ What is your actual reality?</li> <li>■ What is wrong with it?</li> <li>■ Why do you want to move away?</li> <li>■ What are the advantages of the current state, what kept you there so far?</li> </ul>
<p><b>Options</b></p> <ul style="list-style-type: none"> <li>■ What options do you have to achieve desired state?</li> <li>■ What support do you need?</li> <li>■ What would you need to change?</li> <li>■ How will you change it?</li> <li>■ How can you keep the relevant advantages of current stand and achieve your goal?</li> </ul>	<p><b>Will &amp; way forward</b></p> <ul style="list-style-type: none"> <li>■ What do you choose to do now?</li> <li>■ What exactly are you doing?</li> <li>■ When do you start?</li> <li>■ When will it be done?</li> <li>■ Where will you do / apply it?</li> <li>■ With whom will you do / apply it?</li> <li>■ How do you monitor actions and success?</li> <li>■ How will you inform others (who?) about your plan / changes / success?</li> </ul>