

GROW Model

“What will you do?”

4. WILL

1. GOAL



“What do you want?”

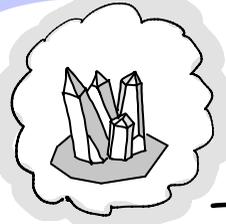
3. OPTIONS

Gap

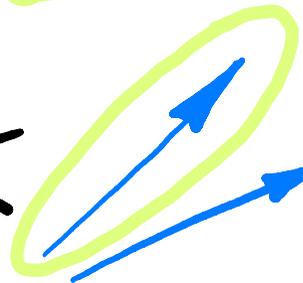
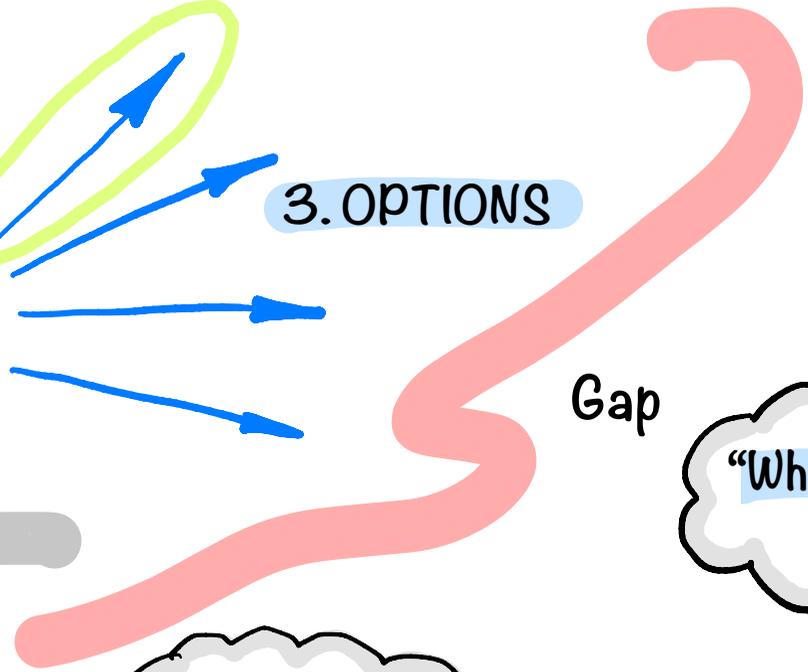
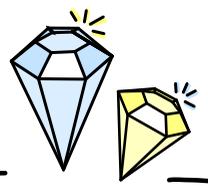
“What could you do?”



2. REALITY



“Where are you now?”



GOAL



“What outcome would you like to have by the end of this session?”

“In three months what do you want to have accomplished?”

“What specifically do you want to accomplish?”

“By when do you want to have this done?”

“What will be different as a result of working in this area?”

“How could you rephrase that goal so it depends only on what you do and not on others?”

“How can we make this goal measurable?”

REALITY

Specific

+

Descriptive

Emotions

“How do you feel?”

Facts

What, when, where, who, how much, how often?

“How many times did you do that in the last week?”

“What is your weight right now?”

“When was the last time it happened?”

“What have you tried already?”

What difference did those actions make?”

“Who else is involved in this situation and how?”

“What have you actually accomplished on this last week?”

OPTIONS

First, generate as many options as possible.
Explore them after.

Thinking creatively

Open up possibilities!

“What if?”

“What could you do about this?”

“Who could help you?”

“What if this obstacle was removed? What would you do then?”

“What more can you do?”

“What have you seen others do that might work for you?”

“If you had unlimited resources and knew you couldn't fail, what would you try?”

“And what else?”

“Let's shoot for at least 5 potential solutions.”

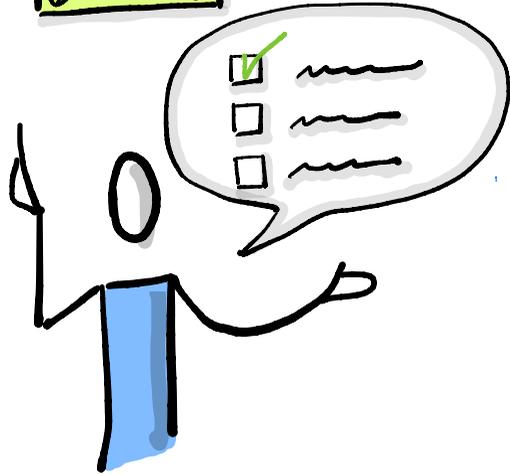
Will

Plan of actions

“What are you going to do?”

“When are you going to do it?”

“What obstacles might you meet?”



Intention to carry out the agreed actions

“On a 1-10 scale, how likely you will carry out the actions agreed?”

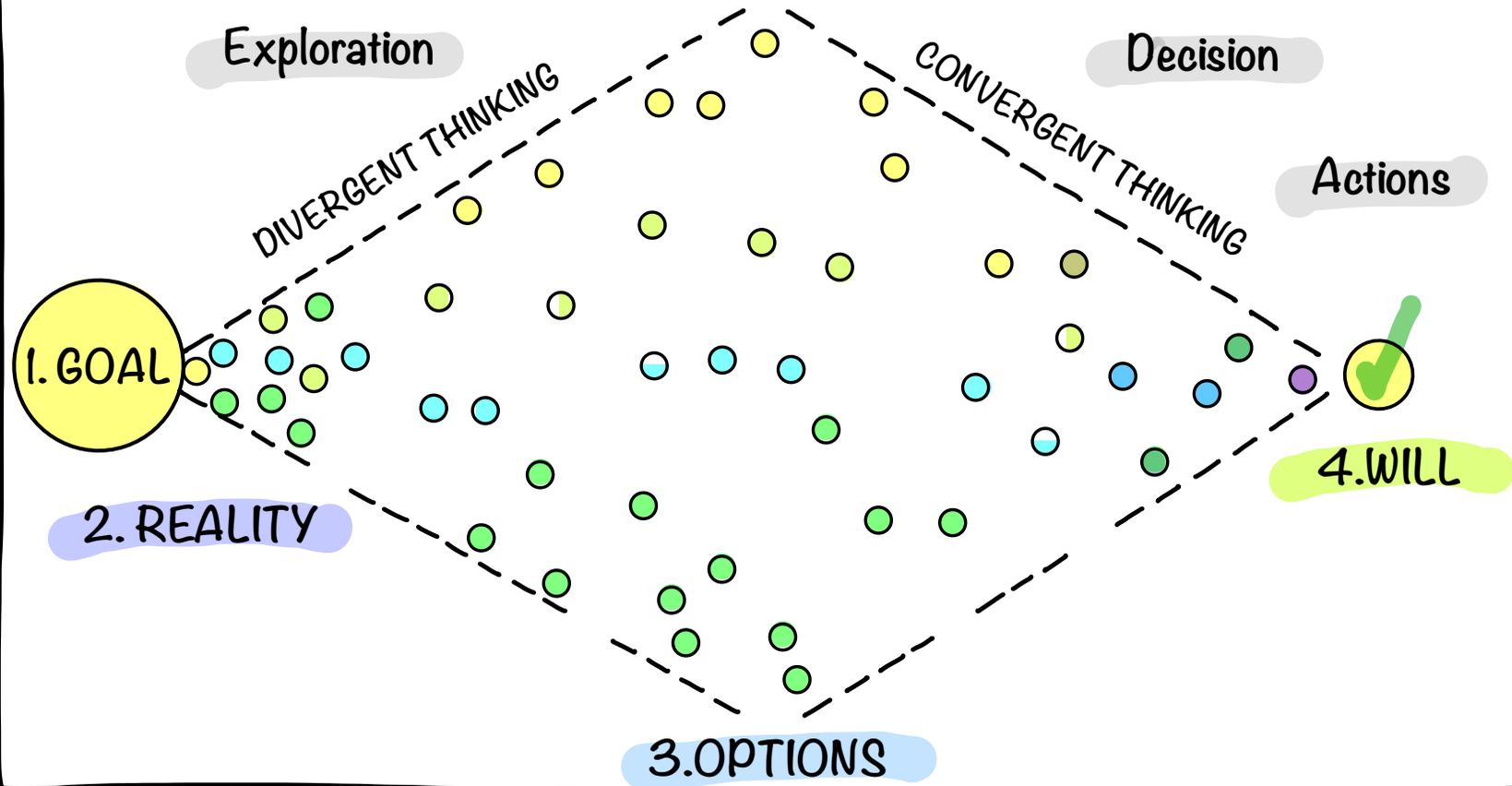
Concrete steps

“What step could you take this week that would move you toward your goal?”

“What support do you need?”

“What prevents it from being a 10?”

GROW Model Diamond



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Foreword by John McFarlane, Chairman, Barclays

SIR JOHN WHITMORE

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