



GROW*

A simple but effective framework for coaching and joint problem-solving

Use the GROW model as a framework for:

one-to one development meetings

individual issues and decisions

discussing ways of meeting objectives

a review session

individual issues that may arise

informal discussions

G

Goal

A session must have a Goal, an outcome to work towards.

This is effective when it is specific and measurable.

R

Reality

Establish the current Reality.

Clarity at this stage, rather than what was thought or imagined is key.

O

Options

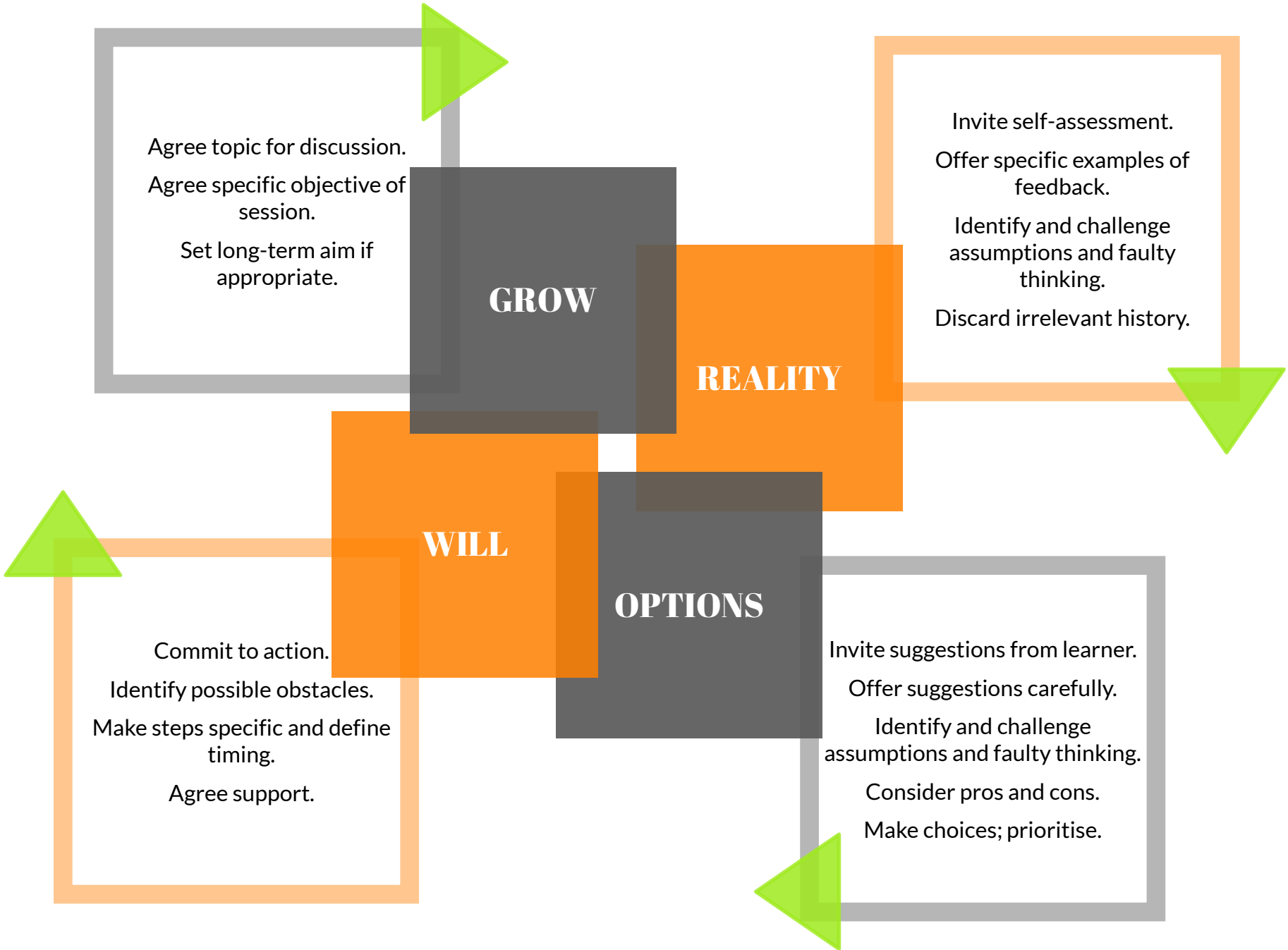
Identify Options for getting where you want to go.

W

Will

Motivation is also required, that is the will to make the journey, and this is establishing the commitment to action.

The GROW process is shown sequentially here, in practice it is not linear, it may start anywhere and stages can be revisited



Example GROW questions

A background image showing a person's legs and feet walking on a set of stairs. The person is wearing dark green pants and dark sneakers with white soles. The stairs are light-colored with dark treads. The image is slightly faded and serves as a background for the text.

Goal

What do you want to discuss/explore in this session?

What do you want to achieve long-term?

What does success look like? Describe what you will be doing, doing better/differently?

How much personal control or influence do you have over your goal?

Describe the milestones on the way.

When do you want to achieve it by?

How will you measure it?

Example GROW questions



Reality

What's happening just now?

What effect is what you're doing having?

What do other people think of the current situation?

What have you tried so far?

What obstacles will you have to overcome?

Example GROW questions



Options

How could you approach this task/issue?

What else could you do? How else could you approach it?

Would it help if I made a suggestion?

What are the pros and cons of each option?

What if ...? What about ...? What would happen if ...?

Is there anything else stopping you choosing this option?

Example GROW questions



Will

Which option will you go for?

What might get in your way?

What support do you need?

What could I do to support you? Is there anything else you want to talk about?