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

* Developed in the 1980's by performance coach Sir John Whitmore
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
Goal: A session must have a Goal, an outcome to work towards. This is effective when it is specific and measurable.

Reality: Establish the current Reality. Clarity at this stage, rather than what was thought or imagined is key.

Options: Identify Options for getting where you want to go.

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.

**GROW**
- Agree topic for discussion.
- Agree specific objective of session.
- Set long-term aim if appropriate.

**REALITY**
- Invite self-assessment.
- Offer specific examples of feedback.
- Identify and challenge assumptions and faulty thinking.
- Discard irrelevant history.

**WILL**
- Commit to action.
- Identify possible obstacles.
- Make steps specific and define timing.
- Agree support.

**OPTIONS**
- Invite suggestions from learner.
- Offer suggestions carefully.
- Identify and challenge assumptions and faulty thinking.
- Consider pros and cons.
- Make choices; prioritise.
Example GROW questions

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?