

# Coaching framework: the GROW model

## Goal

### 1) What is the subject /topic / challenge /aspiration to be explored?

Suggested questions:

- What would you like to explore today?
- We have half an hour together, where would you like to have got to by then?
- What would be the most helpful thing for you to take away from this session?

### 2) Ensure the goal is:

Positively stated - if the coachee is talking negatively about the goal ask them "what do you want instead?"

Understood - repeat the goal back to the coachee to ensure you are both clear

- Relevant-Is it realistic?
- Ethical-does the goal have integrity?

### 3) Understand the current position:

Ask for a score out of 10 on how close the coachee feels they are to achieving the goal (10 being fully achieved and 1 being not even started). Whatever the score is, ask what they believe they need to do to go from where they are now to being a 10.

## Reality

### Explore the reality of the current situation:

Suggested questions:

- What is your thinking around the issue?
- What steps have you already taken?
- What do you think you are afraid of?
- If we were to switch roles, what advice would you give me on this issue?

Use questions that start with who, when, what and how. Try to avoid questions that start with "why". Why questions can create a defence response from the coachee as it can feel that they have to justify their reality.

Encourage the coachee to use descriptive language rather than evaluation language for example:

- Coachee - "The presentation was really bad"
- Coach - "In what way specifically?"

Allow the coachee to speak freely however, ensure that you come back to the goal to keep the meeting on track.

## Options

### What options are available to you?

The purpose of the options stage is not to find the "right" answer but to create as many alternative courses of action as possible.

Suggested questions:

- List all the options you can imagine to moving forward with this?
- What if you had limitless time, budget, resource etc?
- What if you knew the answer, what would it be?
- What if that obstacle did not exist, what would you do then?

Repeat the options back to the coachee

Suggested questions:

- What score out of 5 would you give each of these as being helpful?
- What is the most challenging option?
- What is the easiest option?

## Way forward

### 1) To establish the way forward:

Suggested questions:

- What could you do now to take this forward?
- What could get in the way?
- How would you deal with that?
- How will you stay on track- what do you need to remember?

### 2) Closing the session:

- What are you going to do first?
- When we started the session you rated this XX out of 10 - where are you now?