

TEGROW



The GROW Model is a simple yet powerful framework for structuring your coaching or mentoring conversations.

A good way to think about the model is to think about planning a journey.

You decide where to go. (Goal), then you establish where you currently are (Reality). You can then decide how you can get there, the routes, the modes of transport, the time and the budget (Options). Finally you commit to making the journey (Will).

As a coach it is best practice to establish the topic of the coaching conversation at the beginning and to explore the context of the topic before establishing the outcome or goal.

Topic

What would you like to focus on today?

What would you like to explore today?

What would be a good outcome for our session?

Explore

What seems to be the trouble? What seems to be the main obstacle?

What is stopping you?

What concerns you the most about _____?

How are you feeling about? What are you thinking about?

What seems to confuse/excite/anger/frustrate you?

What led up to _____?

What do you make of it all?

What was it like? What happened? Then what?

Goal

What would success look like for you?

What do you want?

What is your desired outcome?

If you got it, what would you have/feel? How will you know you have received/reached it?

Reality

What is really going on?

What have you done so far? What haven't you done?

If you do this, how will it affect _____? What impact will that have on...

How is this working? How is this going? How would you describe this?

What do you think this all amounts to? How would you summarize the work/effort so far?

Options/Obstacles

What are the possibilities? If you had your choice, what would you do?

What are possible solutions? What if you do and what if you don't?

Would you like to brainstorm this idea? What are other angles you can think of?

If you could do it over again, what would you do differently?

Will/Way forward

What action will you take? And after that?

What will you do? When? Where do you go from here? When will you do that? What are your next steps? By when?

What will you have to do to get the job done?

On a scale of 1-10, how committed are you?

What support do you need to accomplish _____?

When will we check in or meet again?