

The GROW Model

The GROW model, originally conceived by Graham Alexander and popularised by Sir John Whitmore, is possibly the most well-known model for coaching. The model is quite flexible and can be used in many situations. It provides a structure for any conversation that is designed to create some form of outcome and forward movement. It can be used in meetings as well as a coaching session.

Goal:

What is the focus of this conversation or the direction the coachee wants to go in? This is NOT a declaration of a problem or issue, but instead something the coachee wants to move towards.

This is an important distinction: name a goal, not a problem.

If a coachee starts with a problem, find a goal or desired outcome that you can move towards.

Example questions:

- *What do you want out of this situation?*
- *What's the goal?*
- *What do you really want to achieve?*

Reality:

This is a time for exploring the current situation.

If you both know the goal – where the coachee wants to get to - and fully understand the reality – what's true now - then you can both be clearer about what is needed to get to the goal.

This step helps clarify what is true about current situation and move away from fears, false assumptions or idealised hopes that may be *clouding the coachee's perspective*.

Example questions:

- *Where are you now?*
- *What resources do you have?*
- *What else do you know about now?*

Options:

This stage of the process is to explore some possible options of what you can do to move towards your goal. This step is intended to be a space of creativity and generating possibilities.

To tap into new or innovative ideas, spend some time generating many options before choosing one to act on. Encourage a coachee to think of even more possibilities beyond the obvious.

The first few options are often the obvious ones, things they may have been thinking about already. If you push for 5 or more options, something new, different and creative may show up and revolutionise their approach.

Example questions:

- *What are some options for getting to your goal from where you are now?*
- *What other options could be possible?*
- *What else?*

Will:

What will you do?

What is at least one step that the coachee will take towards the goal? Have them choose one of their options and see if there is other support needed.

Create accountability around this one step forward.

Example questions:

- *Which one of those options will you take on?*
- *What will you commit to?*