# GROW – your role at each stage

| G | Help the coachee to set and articulate goals  
- Help the coachee to set clear goals and identify what they would like to achieve  
- Agree areas for discussion in this session |
|---|---|
| R | Let them tell their story. Get a clear picture of what’s actually happening, when it happens, what the effects are and what they have tried to do about it so far  
- Clarify the issue / situation  
- Determine current impact  
- Determine future implications  
- Invite self assessment  
- Provide observations + feedback |
| O | Help them to find out what is possible  
- Generating options  
- Assessing options |
| W | Get the coachee to describe an ideal outcome and encourage exploration of a range of ways this may be able to be achieved  
- Brainstorm many options. Assess pros and cons.  
- Coaching is about helping the coachee find a way forward. Only offer your ideas after you have pushed them hard to come up with their own. |
|   | Convert the discussion to a decision  
- Help the coachee determine a way forward  
- Identify possible obstacles to overcome.  
- Work out what they are actually going to do  
- Work out what support they need. |
GROW Coaching Model

Classic coaching questions

Goal
- What problem are you trying to resolve?
- What could we work on that would make a big difference at work?
- What do you want to achieve from this conversation?

Reality
- So what is happening now? What have you done about it so far?
- How is this impacting you, others? How does this make you feel?
- If things don’t change, what is likely to happen?
- What are the key barriers to improving this situation?

Options
- What would the ideal outcome look like? What difference would this make?
- What ideas do you have to achieve this? What else could you try?
- Who else could give you another perspective?
- What actions have you taken in similar situations?
- What are the pros / cons of these options? What option are you most drawn to?
- If the preferred option isn’t possible, what would be the next best thing?

Way Fwd
- What do you think is the next step? What is the smallest thing you could do to move forward? What are you going to do? When?
- What obstacles might you face? How can you overcome them?
- Who needs to know? What support might you need?
- What is the best way for us to follow up on this?