

# Quality Conversations Lunch and Learn Resources The GROW Model

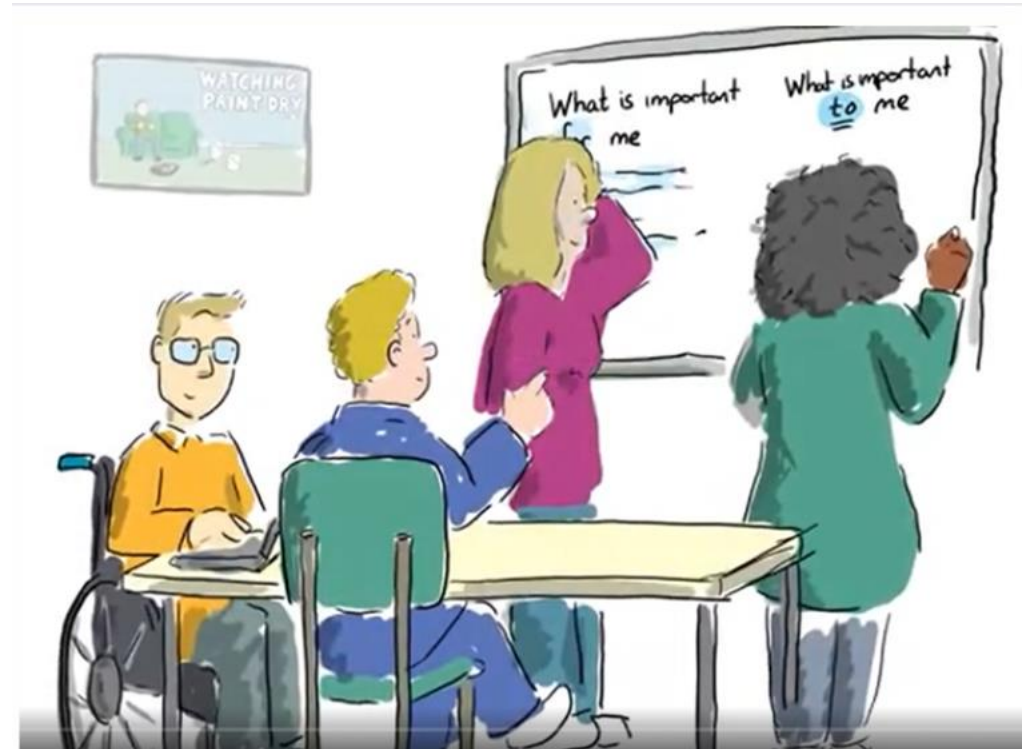


# The GROW Model



# What is the GROW model?

The GROW model is a framework for structuring **coaching conversations** where the coach asks the questions to encourage a client's goal setting and personal growth



# How can I remember this technique?

A good way to remember this technique is by imagining you are helping someone to plan a journey.

- You help them decide where they are going (their **goal**).
- You support them in understanding where they currently are (their **reality**).
- You then explore with them what they feel their various routes are (their **options**).
- You help them to understand how committed they are to making the journey (their **will**).



# Goal:

**Goal** - find out what they want to achieve. It is useful to make these SMART (**S**pecific, **M**easureable, **A**ttainable, **R**ealistic and **T**imely).

Example questions:

- What do you want (to achieve)?
- What is your objective/ideal?
- What will that get you?
- What is important/exciting about this goal?
- What does success look like?
- What's the big picture?

# Reality:

**Reality** - find out about where they are currently so that they can consider their starting point and identify what they have already done and what they still need to do to achieve their goal.

Example questions:

- How are things going right now?
- How do you feel about the current situation?
- What have you done so far? What stopped you from doing more?
- What control do you personally have over the outcome?
- What is your biggest concern/ what is really the issue here?
- What help/ resources are available?
- What is stopping you/ what barriers might you face?

# Options:

**Options** - find out what options are possible and what is not possible. Then discuss which are best.

Example questions:

- What are some of the ways you could approach this issue?
- What can you do to bridge the gap?
- What else could you do?
- What would you do if there were no limits/ you could start over again?
- Who can help you?
- What resources do you need?
- What are the advantages/ drawbacks (of each option)?
- Which would give the best result?
- Which of these solutions appeals to you most/ feels best to you?

# Will:

**Will** - find out how they will commit to achieving their goals and what exactly their next steps are.

Example questions:

- Which option(s) do you choose?
- Will this give you what you want?
- When will you get started? What is the first step?
- What else do you need to do?
- What support/ resources do you need and from who?
- On a scale of 1 - 10, how committed are you to this plan?
- What would take you to a 10?