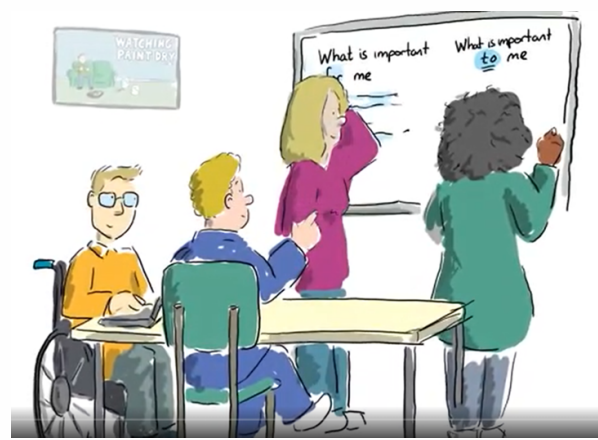# Quality Conversations - GROW model

What is the GROW model?

The GROW model provides a framework for structuring coaching conversations which supports the coach in asking the right types of questions to encourage a clients goal setting and personal growth

What does grow stand for?

Goal
Reality
Options
Will

Goal - find out what they want to achieve. It is useful to make these SMART (Specific, Measureable, Attainable, Realistic and Timely.

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 acheive their goal.

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

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

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 need to help them decide where they are going (their goal).

- You need to 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

Quality Conversations - GROW model
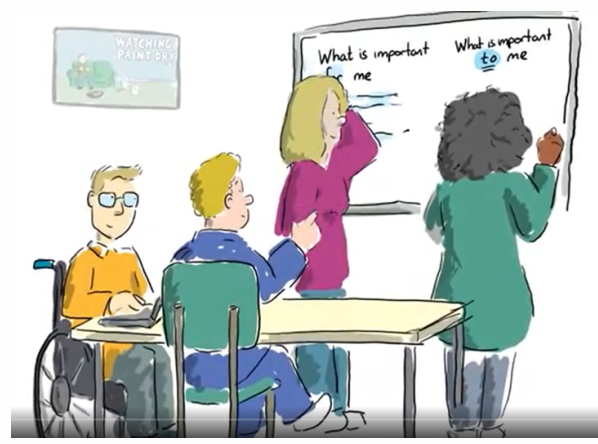
Example questions

Goal - what do you want to achieve ?

- 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 - What's happening now ?

- 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- What could you do ?

- 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- What will you do ?

- 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?