Coaching Minds



FREE COACHING TOOL

The GROW *Model*

The classic four step coaching conversation: Goal, Reality, Options and Way forward.

Editable PDF | Type straight into the boxes | Save and reuse with every client

THE CONCEPT

The GROW *Model*

The GROW Model is one of the most widely used coaching models. It helps you explore what is going on for a client, what they want or need, what is stopping them from overcoming a challenge or reaching a goal, and the possible ways for them to move forward.

It can be especially useful in a first session, to get a clear understanding of the client's challenge, vision or goal and to begin seeing things from their perspective.

Two ways to use it

1. Knowingly follow the structure of GROW by asking your client questions that relate to each stage.
2. Ask the client if you can introduce them to the GROW Model, then share this template and work through it together.

> **Both approaches are effective. Choose the one that suits your own coaching style, and be ready to tailor it to the client in front of you.**

THE EXERCISE

Goal and *Reality*

Explore the four areas of GROW to help paint a clear picture for your client.

G

Goal

What does the client want to achieve?

R

Reality

What has the client done to date, and where are they now?

THE EXERCISE

Options and *Way forward*

Explore the four areas of GROW to help paint a clear picture for your client.

O

Options and obstacles

Explore the options open to the client, and what might get in the way.

W

Way forward

Establish action, movement and change. What will they do, and by when?

NOTES

Additional *notes*

Use this space for anything else that came up, or for the actions agreed at the end of the session.