

Template

The GROW model for coaching conversations

Purpose of this document.

Use this document as a structure when you have a coaching conversation with a team member. Use the questions as a guide for the session but allow for the conversation to flow.

<p>G- Goal</p> <ul style="list-style-type: none"> • What do you need to achieve? • How will you know that you have achieved it? • What makes this important or significant? • What will it look like when you have achieved it? • How is this connected to your bigger vision/goals? • What happens if you don't achieve this? • What is holding you back? 	<p>R – Reality</p> <ul style="list-style-type: none"> • Tell me more about the current situation. • What is currently happening? • What is the impact it is having? • What have you tried, not tried? • Where does that leave you? • What is that feeling? 	<p>O – Options</p> <ul style="list-style-type: none"> • What options are available here? • If resources were infinite, what would you do? • What else can you do? • How will that impact on the success? • What is holding you back? • How can you remove these obstacles? • What are the limiting beliefs that underlies your view? • If you knew the answer, what would it be? • Who can assist you with this? Who can you speak to? • What have you not thought of? • What else? 	<p>W – Way Forward</p> <ul style="list-style-type: none"> • Which option will have the greatest impact? • How can you prioritise the actions? • By when will you do it? • What can derail you from doing it? How can you remove these obstacles? • Who can assist you or be an ally? • What can you do immediately? • Agree an action plan.
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