

GROW Coaching Model Work Sheet

Goal, reality, options and will are 4 simple steps we can work through to help us not only decide what we want, but also what is stopping us and what we need to do in order to progress towards achieving our goals. We can use these steps to self-coach ourselves. Here is a brief overview of each of the steps in the GROW coaching model:

Goal – this is about determining your goal and what you want to achieve – therefore as the model says it establishes your **purpose and direction**.

Reality – this is about **understanding** the current reality, where are you now. Importantly, this is not about ‘wallowing’ in the problem but is about understanding where you are now and what has happened so far in order to formulate potential options for progress.

Options – here we want to encourage you to think about the many different options open to you in order to achieve the goals you want. There should be no limit here in terms of initial brainstorming of ideas. This is an activation of creativity in coming up with as many ideas as you can to move yourself forward towards your goal.

Will – based on all of the options in the previous step what will you do and by when? Or in other words what **action(s)** are you committed to taking in order to achieve this goal. Use SMART (see other worksheets) to hold yourself to specifics that can be measured, realistic, achievable, relevant actions with a date against them.

Here are the questions you could ask yourself for each phase of the model:

Goal (The purpose questions)

What is your goal/outcome(s)?

What do you want to achieve?

Is the goal long, medium or short term?

By when do you want to achieve this goal/outcome?

Reality (Understanding current reality)

What is the current situation in relation to your goal(s)?

What has happened so far?

What has stopped you from achieving your goal to this point?

What have you tried already to help you achieve this goal?

Options (create strategies to move forward)

What are your options to help you achieve this goal/outcome?

What steps could you take now to achieve this goal/outcome?

What support might you need to take these steps?

What else could you do?

Will – (Agree actions to be completed)

What is the very first thing you need to do and when will you do it?

Why is this the first step, what will you do now?

What are the next steps?

When will you need to do these next steps?

Options (create strategies to move forward)
What are all your options to help you achieve this goal(s)?
What steps could you take now to achieve this goal/outcome?
What support might you need to take these steps?
What else could you do?

Will – (Agree actions to be completed)

What is the very first thing you need to do for each goal?

--

Why is this the first step, what will you do now?

--

What are the next steps?

--

When will you need to do these first and next steps and when (date and time) will you do them?

--