

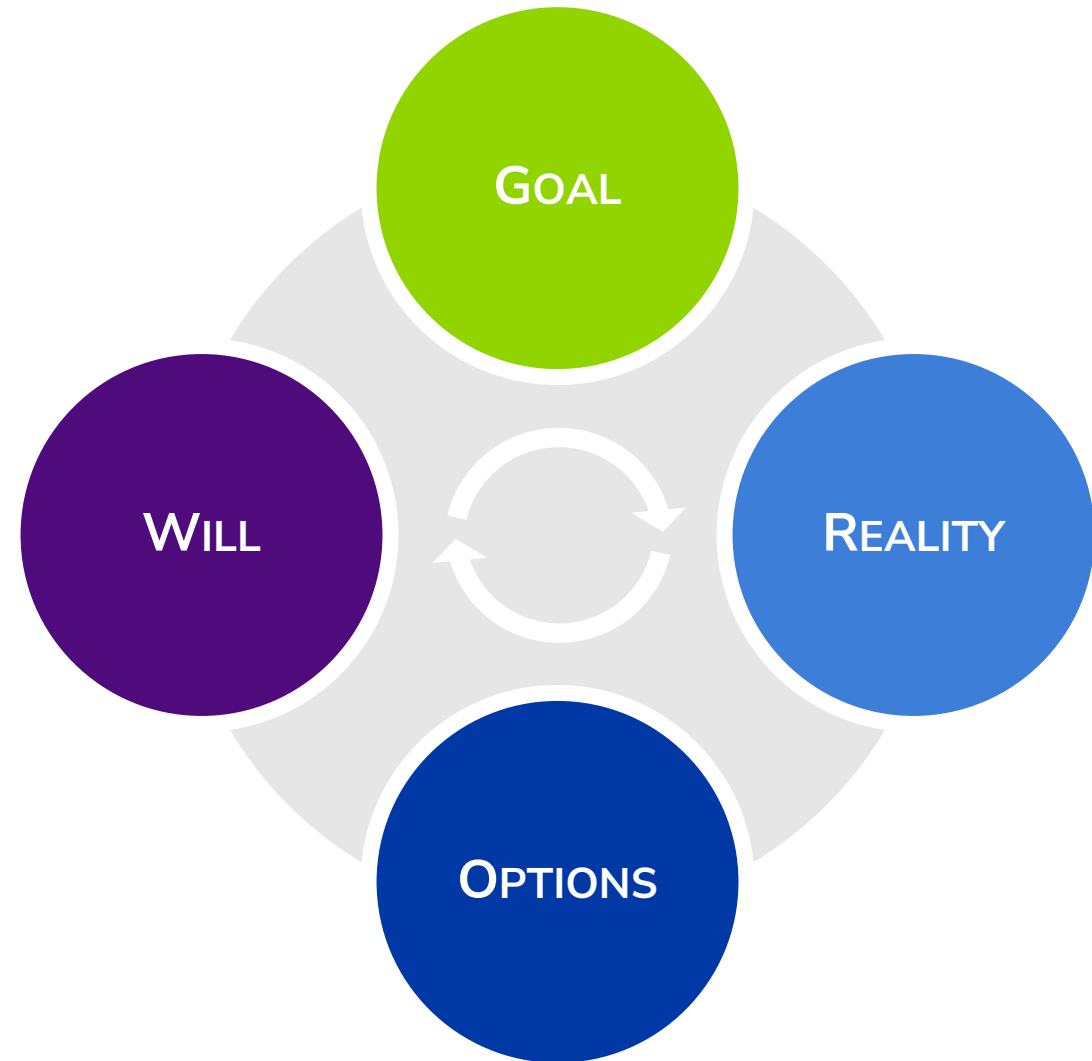
GROW Model

In the 1980s, Sir John Whitmore and his team of performance consultants developed the GROW model as a simple, structured model for conducting coaching conversations. It helps coachees identify clear goals, work through obstacles, brainstorm ideas, and commit to concrete actions.

At Berlineaton, we use the GROW model for individual and team coaching. It is an excellent tool for guiding powerful questions that enable awareness, insight, and clarity to motivate action. It works best when paired with powerful questions and coaching experience.

Coaching is a practice. **On page 2, we provide 25 questions you can integrate into your coaching conversations with others or use for your own development journey.** The more you practice coaching, the better you will become.

[Learn more at www.berlineaton.com](http://www.berlineaton.com)





GROW Model

GOAL

REALITY

OPTIONS

WILL

Define the **Topic** for the coaching conversation. What is the **Goal** or required outcome of the coaching session?

Explore the topic and goal. What is going on? What is getting in the way?

Explore ideas and brainstorm what **could** be done to move forward.

Identify the actions that **will** move this forward. Confirm level of commitment to undertake.

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| 1. What would you like to focus on for this coaching conversation? (Topic) | 7. How did this situation evolve? | 14. What options do you see that would resolve this? | 20. What next step, even if it is a small one, could you take? |
| 2. Knowing we have a fixed amount of time, what would you like to have achieved by the end of our time together? (Goal) | 8. What is happening now? | 15. What else could you try? | 21. What obstacles might you face? |
| 3. If we achieved “x” and “y” from this conversation would you consider that a success? (‘Coaching Contract’) | 9. What have you done so far? | 16. What are the pros and cons of these options? | 22. What other actions are you willing to take and when will you complete them? |
| | 10. What impact is this causing? | 17. What option are you drawn towards? | 23. Who else needs to be involved? |
| | 11. If things don’t change, what is likely to happen? | 18. If this option doesn’t work, what would the next best thing be? | 24. On a scale of 1 to 10, how committed are you to these actions? |
| | 12. What is getting in the way of resolving this? | 19. What advice would a trusted colleague give you about the best way forward? | 25. What is the best way for us to follow up on this? |
| | 13. Out of 10, how important is it to resolve this? | | |