

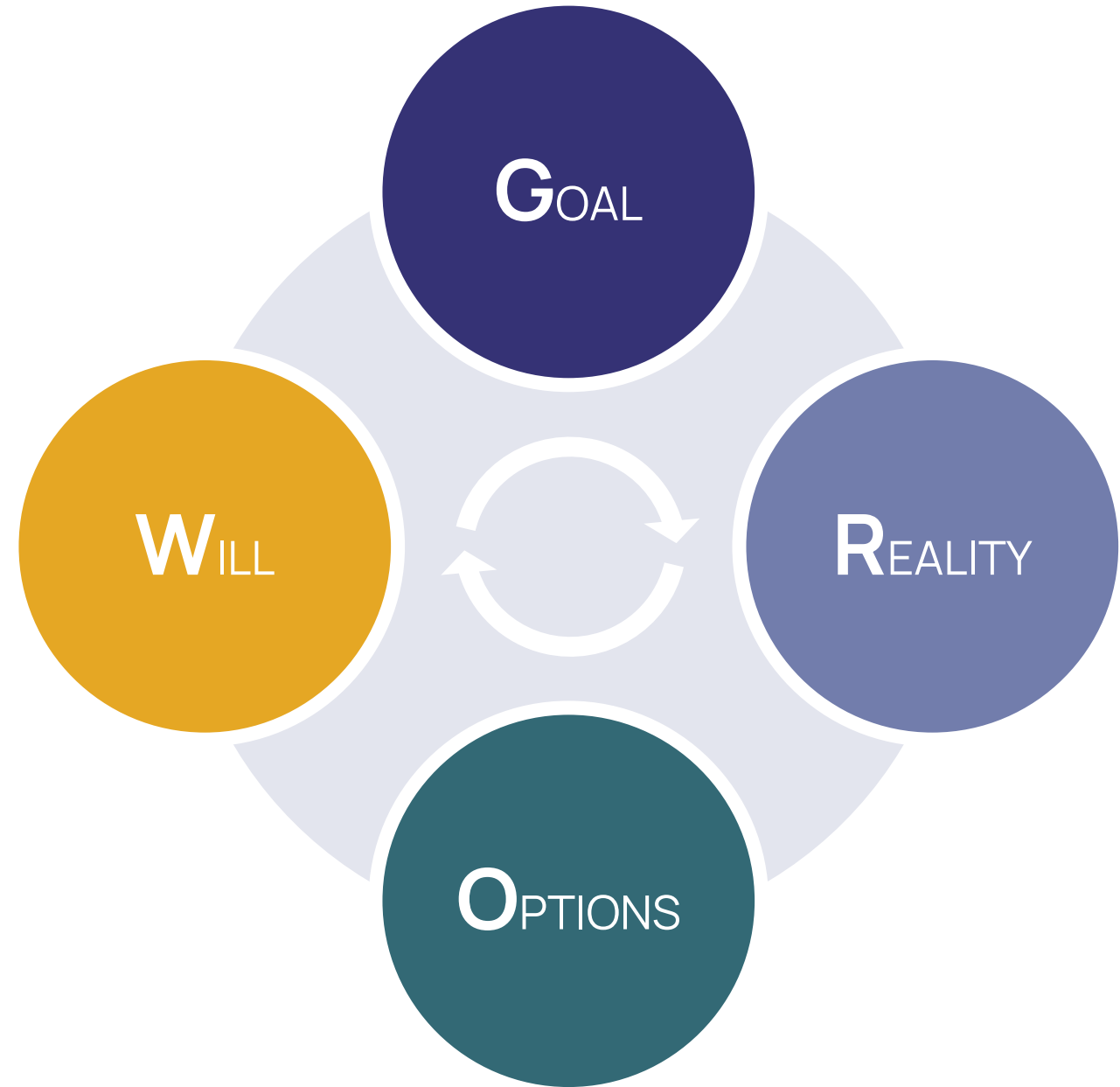
The GROW Model

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 57, 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



Adapted from *Coaching for Performance*, pages 174-176, Whitmore, Sir John, 2002.

3be The GROW Model

GOAL

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

1. What would you like to focus on for this coaching conversation? (Topic)
2. Knowing we have a fixed amount of time, what would you like to have achieved by the end of our time together? (Goal)
3. If we achieved “x” and “y” from this conversation would you consider that a success? (‘Coaching Contract’)

REALITY

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

7. How did this situation evolve?
8. What is happening now?
9. What have you done so far?
10. What impact is this causing?
11. If things don’t change, what is likely to happen?
12. What is getting in the way of resolving this?
13. Out of 10, how important is it to resolve this?

OPTIONS

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

14. What options do you see that would resolve this?
15. What else could you try?
16. What are the pros and cons of these options?
17. What option are you drawn towards?
18. If this option doesn’t work, what would the next best thing be?
19. What advice would a trusted colleague give you about the best way forward?

WILL

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

20. What next step, even if it is a small one, could you take?
21. What obstacles might you face?
22. What other actions are you willing to take and when will you complete them?
23. Who else needs to be involved?
24. On a scale of 1 to 10, how committed are you to these actions?
25. What is the best way for us to follow up on this?