

The

GROW

Coaching Model Framework

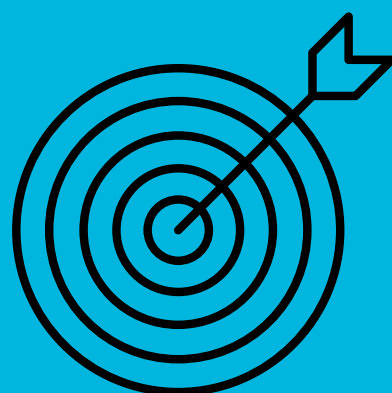
The GROW model was developed in the 1980s as a simple, yet effective, goal-setting and problem-solving method. It has since become widely used by professional coaches as a useful framework to help clients achieve their goals.



Goal

What goal do you want to achieve?

When setting goals for yourself or with a client, it's important to make sure they are SMART goals so that there is a clear progress to achieving them. SMART goals are Specific, Measurable, Attainable, Realistic and Time-bound.

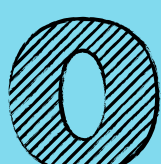


Reality

What is the reality of where you are now?



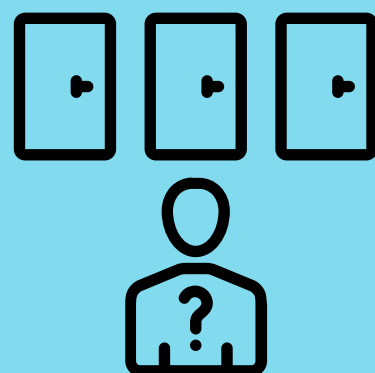
Assessing the reality of where one is now helps them to understand what knowledge or experiences they already have that can help them achieve their goal, as well as what is needed to be worked on.



Options

What options are available to you to achieve the goal?

This step may involve a brainstorming session to fully explore the different options available to the client in reaching their set goal. Once the options are laid out, the client has the tools to choose the best path for them to achieve their goal.



Will

What will you do to action the goal?



By now the client should have a solid understanding of what needs to be done to achieve their goal. The final step is for them to commit to taking positive actions to help them move closer towards reaching their objective.