

# GROW COACHING MODEL

## G GOAL

### IDENTIFY THE GOAL THE PERSON WANTS TO REACH

What do you most want to talk about?  
What outcome would make this conversation a success?  
What do you want to get out of our time together?  
What specifically do you want to accomplish?  
What's important for you to address right now?

## R REALITY

### DETERMINE AN OBJECTIVE STARTING POINT

How many times did you do that last week?  
When was the last time that happened?  
What are the key things we need to know?  
What have you tried already?  
Who else is involved and how?  
What is the current situation right now?

## O OPTIONS

### A PROCESS OF CREATIVE THINKING TO DEVELOP OPTIONS

What can you do about this?  
If you knew you couldn't fail, what would you try?  
If this obstacle was removed, what would you do?  
What other resources are available to you?  
Who else can support you?  
What have you seen others do that might work for you?

## W WILL

### A PROCESS OF CREATIVE THINKING TO DEVELOP OPTIONS

Which option would you like to pursue?  
When do you want to accomplish this by?  
Are there any obstacles we need to address to ensure this gets done?  
On a scale of 1 to 10, how likely is it that you'll get this done by the date you set?