## **GROW – your role at each stage**

G	As coach, your role is to help clarify the GOAL	<ul> <li>Help the coachee to set and articulate goals</li> <li>Help the coachee to set clear goals and identify what they would like to achieve</li> <li>Agree areas for discussion in this session</li> </ul>
R	Your role is to help them understand what is happening now / gain insight	Let them tell their story. Get a clear picture of what's actually happening, when it happens, what the effects are and what they have tried to do about it so far. • Clarify the issue / situation • Determine current impact • Determine future implications
0	Help them to find out what is possible • Generating options • Assessing options	<ul> <li>Get the coachee to describe an <i>ideal</i> outcome and encourage exploration of a range of ways this may be able to be achieved.</li> <li>Brainstorm many options. Assess pros and cons.</li> <li>Coaching is about helping the coachee find a way forward. Only offer your ideas after you have pushed them hard to come up with their own.</li> </ul>
W	Help them determine a way forward & commit to best actions	<ul> <li>Convert the discussion to a decision.</li> <li>Help the coachee determine a way forward</li> <li>Identify possible obstacles to overcome.</li> <li>Work out what they are actually going to do</li> <li>Work out what support they need.</li> </ul>

## **GROW Coaching Model**

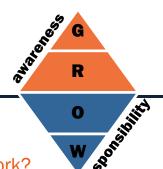
## **Classic coaching questions**

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- What problem are you trying to resolve?
- What could we work on that would make a big difference at work?
- What do you want to achieve from this conversation?
- So what is happening now? What have you done about it so far?
- How is this impacting you, others? How does this make you feel?
- If things don't change, what is likely to happen?
- What are the key barriers to improving this situation?
- · What would the ideal outcome look like? What difference would this make?
- What ideas do you have to achieve this? What else could you try?
- Who else could give you another perspective?
- · What actions have you taken in similar situations?
- What are the pros / cons of these options? What option are you most drawn to?
- If the preferred option isn't possible, what would be the next best thing?
- What do you think is the next step? What is the smallest thing you could do to move forward? What are you going to do? When?
- What obstacles might you face? How can you overcome them?
- Who needs to know? What support might you need?
- · What is the best way for us to follow up on this?

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