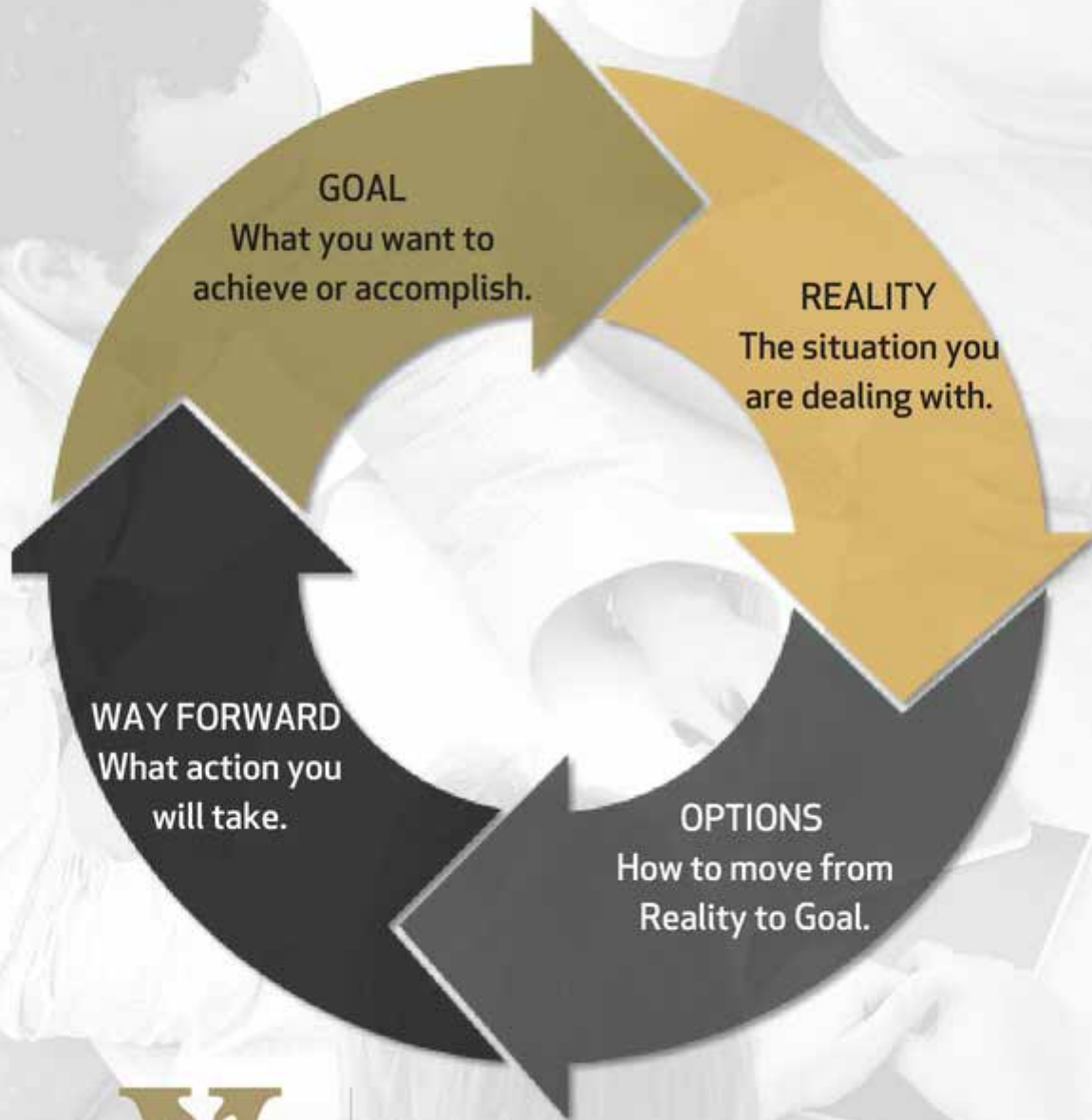


COACHING FOR EFFECTIVE GOAL-SETTING WITH THE G.R.O.W. METHOD



Executive Education

OWEN GRADUATE SCHOOL OF MANAGEMENT

THE G.R.O.W. COACHING METHOD

Empower others to set and achieve their own goals. These powerful questions are the first step toward determining what they want to accomplish.



STEP 1: GOAL

What issue would you like to work through?
How much time do you want to devote to resolving the issue?
What would you like to achieve?
What is your goal?
How would you like it to be?

Now you are ready for the second step, Reality.



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THE G.R.O.W. COACHING METHOD

Empower others to set and achieve their own goals. Once the goal is set, these powerful questions are the next step toward assessing the situation and moving forward with realistic expectations.



STEP 2: REALITY

Briefly, what's been happening?
What have you tried and what were the results?
What are the obstacles for you and others?
How might others describe this situation?
Is your goal still realistic?
What are the consequences of inaction?

Now you are ready for the third step, Options.



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Empower others to set and achieve their own goals. Once the goal has been set and the situation has been assessed, these powerful questions are the next step toward encouraging creative problem solving.



STEP 3: OPTIONS

What issue would you like to work through?
How much time do you want to devote to resolving the issue?
What would you like to achieve?
What is your goal?
How would you like it to be?

Now you are ready for the final step, Way Forward.



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Empower others to set and achieve their own goals. Once the goal has been set, the situation has been assessed and the options have been developed, these powerful questions can help set the final plan in motion.



STEP 4: WAY FORWARD

Which options interest you enough to act?
How will you go about it?
What are the obstacles and how would you overcome them?
What is your next step?
How will we measure progress?
How will we establish accountability?

Congratulations, your goal is within reach.



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