

## Coaching tool: The GROW Model

One of the most effective models of coaching, the GROW model (Whitmore, 1991) provides a four-stage process for questioning the subject:

### Goal, Reality, Options, Will

Goal	Sample questions
<ul style="list-style-type: none"> <li>• Agree the topic for discussion</li> <li>• Agree specific objectives for the session</li> <li>• Set a long-term aim if this is appropriate</li> </ul>	<ul style="list-style-type: none"> <li>• What would you like to discuss?</li> <li>• What would you like to achieve?</li> <li>• What would you like to be different when we finish this session?</li> <li>• Can we do that in the time we have available?</li> </ul>
Reality	Sample questions
<ul style="list-style-type: none"> <li>• Invite self assessment</li> <li>• Offer specific examples of feedback</li> <li>• Avoid or check assumptions</li> <li>• Discard irrelevant history</li> </ul>	<ul style="list-style-type: none"> <li>• What is the current situation?</li> <li>• How do you know that this is accurate?</li> <li>• What effect does this have on yourself, on others?</li> <li>• How much control do you have on this situation?</li> <li>• What have you tried so far?</li> <li>• What are the main obstacles you face?</li> <li>• What resources can you call on?</li> <li>• If I could grant you one wish to do with this issue what would it be?</li> </ul>
Options	Sample questions
<ul style="list-style-type: none"> <li>• Cover the full range of options</li> <li>• Invite suggestions from the subject</li> <li>• Offer suggestions carefully</li> <li>• Ensure choices are made</li> </ul>	<ul style="list-style-type: none"> <li>• What alternative ways are there to approach this issue?</li> <li>• What would you do if you had more resources or more control?</li> <li>• What would you do if you could start again?</li> <li>• Who might be able to help you?</li> <li>• Would you like suggestions from me?</li> <li>• What are the benefits and pitfalls of each option</li> <li>• Which would give the best result?</li> <li>• Which option would you most like to act on?</li> </ul>

<b>Will</b>	<b>Sample questions</b>
<ul style="list-style-type: none"> <li>• Get a commitment to act</li> <li>• Identify possible obstacles</li> <li>• Plan detailed actions on a time frame</li> <li>• Agree what support will be given</li> </ul>	<ul style="list-style-type: none"> <li>• What option will you choose?</li> <li>• How will you know if you are successful?</li> <li>• What are the next steps?</li> <li>• When will you do what?</li> <li>• What might get in the way?</li> <li>• What support might you need?</li> <li>• Who needs to know your plans?</li> <li>• On a scale of 1-10 how committed are you to the course of action we have agreed?</li> <li>• If less than 10, what needs to happen to make it a 10?</li> <li>• Is there anything else we need to talk about?</li> <li>• When should we meet again?</li> </ul>