

GROW Coaching Model

G

Test

- What specific goal are you trying to achieve?
- What is it specifically you are trying to change?
- What outcome do you want to see?

R

Reality

- How far off is the achievement of your goal?
- What do you need to do that you are not currently doing?
- Is the right goal for you?

O

Options

- How could you do things differently?
- What options exist to help you achieve your goal?
- What specifically will you change to achieve your goal?

W

Way Forward

- Exactly how committed are you to reaching your goal?
- How will you know when you have achieved your goal?
- Who, what resources, or what else do you need?