

The GROW Model for Coaching

OVERVIEW

The GROW Model was first developed in 1992 by Sir John Whitmore. It was initially called "Coaching for Performance – the GROW Model." It provides a simple and clear coaching approach. As a sequential model, it walks the coach through four basic components to the coaching conversation. It is based on competencies supporting effective questioning and active listening. The GROW Model helps individuals deepen their learning and take action. The model itself is not coaching, but intended to be used in conjunction with coaching skills and behavior.

MAJOR PRINCIPLES OF THE GROW MODEL

In its traditional application, the GROW Model assumes that the coach is not an expert in the "client's situation". This means that the coach must act as a facilitator, helping the client select the best options, and not offering advice or direction.

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THE FOUR STEPS

A good way of thinking about the GROW Model is to think about how you'd plan a journey. First, you decide where you are going (the goal), and establish where you currently are (your current reality). You then explore various routes (the options) to your destination. In the final step, establishing the will, you ensure that you're committed to making the journey, and are prepared for the obstacles that you could meet on the way. Each component, or step, sets you up to answer a question to help guide your journey.

IDENTIFY THE GOAL	This helps to bring clarity to what is most important to the coachee.	<u>Sample Question:</u> What is important to you right now?
EXPLORE THE CURRENT REALITY	Takes stock of the current situation, or what is happening right now.	<u>Sample Question:</u> What skills/knowledge/attributes do you have?
GENERATE OPTIONS	Helps to identify various possibilities and opportunities to work towards the goal.	<u>Sample Question:</u> What could you do differently?
CONFIRM THE WAY FORWARD	Confirms the plan of action and an opportunity to move forward.	<u>Sample Question:</u> Which options work best for you?

