

GROW model, coaching session 1

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Introduction

This report is based on the first coaching session together with my coach Cees-Jeroen Bes. In this session we used the GROW Model made by Sir John Whitmore.

GROW stands for Goal - Current Reality - Options - Will/Wrap-up. In the next chapter I will explain the goal I have discovered together with my coach. In chapter 2 the current situation will be sketched. With a clear situation in mind, I can move on to chapter 3. Here I will present the possible options to get to my goal presented in chapter 1. In the last chapter, chapter 4 my Will to achieve my goal will be finalized.

1 Goal

Together with my coach I had a conversation about difficult situations within my study. These situations primarily exist in the projects I do for my study. I talked about having a difficult time with letting go of my responsibilities within the projects.

In a project I almost always have a leading role. I like to make the plans at the beginning of the project and every week I do a little check-up with my fellow students on the project. This gives me a sense of safety and control.

The dark side of having control is, in my case, that I cannot commit myself to a specific aspect of a project. This is because I have the idea: "If I do this myself, I know we can't get it wrong." , but in the past few months I have come to the conclusion that this is not an efficient thought.

Together with my coach we have established that this keeps me from fulfilling my potential in a project. An important aspect later in life will be the know-how of trusting my colleagues in delivering a good job.

So my goals becomes:

I want to fully trust my fellow students. I am aware that this means that I will be having less control, so I can fulfill my potential within our project.

2 Current Reality

With the goal in mind, I can sketch the situation with my coach. Even if I do not want to admit it, Cees-Jeroen tells me that I am a control freak. We start a rather difficult conversation about trusting your fellow colleagues, because without trust, no one within a team can reach their full potential.

The reason I find it a difficult conversation, is that I like to have direct control of a situation. Sometimes it means that I will fully take over a problem, but actually it is a problem of the whole team. So I will have to face the fact that I can not always solve every problem.

Another important fact Cees-Jeroen tells me, is that I can influence a situation that I do not have direct control over. In the next chapter I will talk about that option.

3 Explore the Options

Indirect control. Cees-Jeroen tells me that via an open dialog, people can influence each other in their work. Instead of saying “We have to do it this way.” I can ask “What is the next step?”. The difference is that the last question opens a dialog and invites people to present their ideas.

Working towards an open dialog can give me some indirect control of a situation and can raise everybody their potential in a project.

A different option for me, is to set up boundaries within a project. An example is making an agreement on how to communicate with one another, hopefully leading to an open dialog.

The last option I have talked about with my coach, is developing my interpersonal skills. The main reason is, there are a lot of different people in the world and there are a lot of different approaches to a conversation. People also have a lot of different potentials in different fields.

Knowing which person is the best equipped for a job can greatly increase efficiency within a team and give me more confidence to trust in people.

NOTE: At the end of our coaching session I came to the conclusion that I like a immediate result after putting my trust in someone. Together with Cees-Jeroen I came to the conclusion that trust can be a long-term investment.

4 Establish the Will

This is the last chapter of the GROW model. In this chapter I will think about the actions I have to take to get to my goal.

Firstly, I will have to notice that the conversation I am having with a colleague is not an open dialog. A few example sentences: “What do you think about this problem?” and “Can you please elaborate your decision?”.

Secondly, evaluate with my teammates and ask them to hold up a mirror. A method that I can use is TIPS and TOPS.

- TIPS: Which advice can I take with me to the next project?
- TOPS: What did I do well?

Lastly, I should work on my interpersonal skills. This way I can be more prepared to establish an open dialog from the start and trust my colleagues/team mates/fellow students, in our projects.