

GROW Coaching Model

What is GROW Coaching Model?

The GROW Coaching Model is an action-oriented framework for structuring coaching and mentoring sessions. The model was originally developed in the 1980s by business coaches Graham Alexander, Alan Fine, and Sir John Whitmore.

What does GROW stand for?

The GROW coaching model consists of four steps. The word GROW is actually an acronym for Goal - Reality - Options - Will.

Goal (澄清目标)

What do you want to achieve?

Reality (厘清现状)

Where are you now?

Options (拓展解决方案)

What could you do?

Will (明确下一步行动计划)

What is the plan? What will you do now?

What questions can be asked for each step?

Goal	Reality	Options	Will
<p>What would you like to achieve from this conversation?</p> <p>What is important to you?</p> <p>What new skills would you like to gain?</p> <p>What new experiences would you like to have?</p> <p>What areas of your life/career need more attention?</p> <p>Is there anything you are currently working towards achieving?</p> <p>Where would you like to be X amount of time in the future?</p> <p>How will reaching these goals change your life/career?</p>	<p>How would you describe where you are at in your life/career right now?</p> <p>What are you happy with?</p> <p>What would you like to change?</p> <p>Where have you been successful in the past?</p> <p>What have you previously found challenging?</p> <p>Is there anything that has previously held you back from achieving goals?</p> <p>What strengths can you rely on to reach your goals?</p> <p>What is already moving you towards what you want?</p>	<p>What are the different routes towards this goal?</p> <p>What is your first step towards each?</p> <p>Do you need additional training/resources to complete any steps?</p> <p>Are there any clear obstacles that might inhibit your progress?</p> <p>How are you going to overcome these obstacles?</p> <p>How long will each option take?</p> <p>Which option will be the easiest?</p> <p>Which option will be the most rewarding?</p>	<p>What is driving your desire to achieve these goals?</p> <p>What positive impact will reaching these goals have?</p> <p>How motivated do you feel to succeed?</p> <p>Can you already sense anything holding you back?</p> <p>Who can you trust to hold you accountable?</p> <p>How will you celebrate when you achieve these goals?</p> <p>What can you do today to make progress?</p>
<p>为达到理想状态，你具体的目标应该是什么？</p>	<p>现在发生了什么？产生了什么影响和结果？</p> <p>可以举个具体的例子吗？可以多说说</p>	<p>有哪些选择或者方法能帮助你达成目标？</p> <p>你认为你需要做什么才能获得更好结</p>	<p>如何去做？第一步行动是什么？</p> <p>如果达成目标的道路可以分成几个阶段？你觉得第一阶</p>

你希望达成什么样的目标？描绘一下这个目标达成后的具体状态	细节吗？	果/或更接近你的目标？	段的里程碑会是什么？
达成后会有什么样的感受？	你已经采取了什么步骤来实现你的目标？	你还能做什么？有谁可以帮忙？	你可以做些什么行为提醒自己采取行动？
实现后它与现在最大的差别是什么？	你为什么还没有达到这个目标？导致目前状态的根本原因是什么？	对你而言，最难/最具挑战的部分是什么？	成功的障碍是什么？那些行动可以帮助移除这些障碍？
若完成这个目标，它会给你带来什么样的影响？	你认为阻止你实现目标的是什么？	你的擅长和优势是什么？你如何应用他们帮助你达成目标？	你会将这个目标告诉他人吗？他/她会是谁？你什么时候告诉他/她？
你如何得知达成了目标？	如果情况不解决的话，会产生什么影响？	针对你的目标达成，你有哪些资源可以应用？可以多做什么？少做什么？需要避免什么？	你需要他人做什么来帮助你实现这个目标？
如果你达成了目标，周遭的人会发现你有什么不同？	衡量当前情况，什么是严重或紧急的？		

When to use the GROW Coaching Model?

The GROW Model is a general tool that can be used for coaching in a range of different scenarios. No matter the kind of goals that are being set, it's a framework that allows for realistic targets to be established along with clear steps towards success and an understanding of why you are working towards it.

Reference

The Mind Tools Content Team. "The GROW Model of Coaching and Mentoring" *Mind Tools*
[<https://www.mindtools.com/anOfzpz/the-grow-model-of-coaching-and-mentoring>](https://www.mindtools.com/anOfzpz/the-grow-model-of-coaching-and-mentoring)

Eric. "The GROW Model and the powerful questions" *Wind4Change*
[\(<https://wind4change.com/coach-coaching-grow-model-powerful-questions-what/>\)](https://wind4change.com/coach-coaching-grow-model-powerful-questions-what/)