

THE GROW MODEL

SIR JOHN WHITMORE'S COACHING FRAMEWORK FOR LEADERS



GOAL

There are different levels of goals depending on how far in the future you are looking.

Identify the inspirational goal to drive success and keep energy and motivation high.

REALITY

Discuss the current situation and what barriers currently exist between now and achievement of the goal.

Ask questions to help the individual or team find their strengths.

OPTIONS

Explore the options for moving forward.

The more imaginative your questions, the more likely the individual or team may have a breakthrough insight.

WILL

Agree specific actions and timeframe and set accountability and reporting.

Check in on commitment level and revisit the earlier steps if it's lower than 8 out of 10!



What are you looking to achieve?

What do we want to get out of this meeting?

What's the bigger picture?

What is the current situation?

What qualities/resources do you have to help you?

What are the internal/external obstacles?

How would you tackle this if time wasn't a factor?

What option appeals to you most right now?

What else could you do?

What will you do now?

When will you do it?

How will I know when you've been successful?

How committed are you on a scale between 1 and 10?