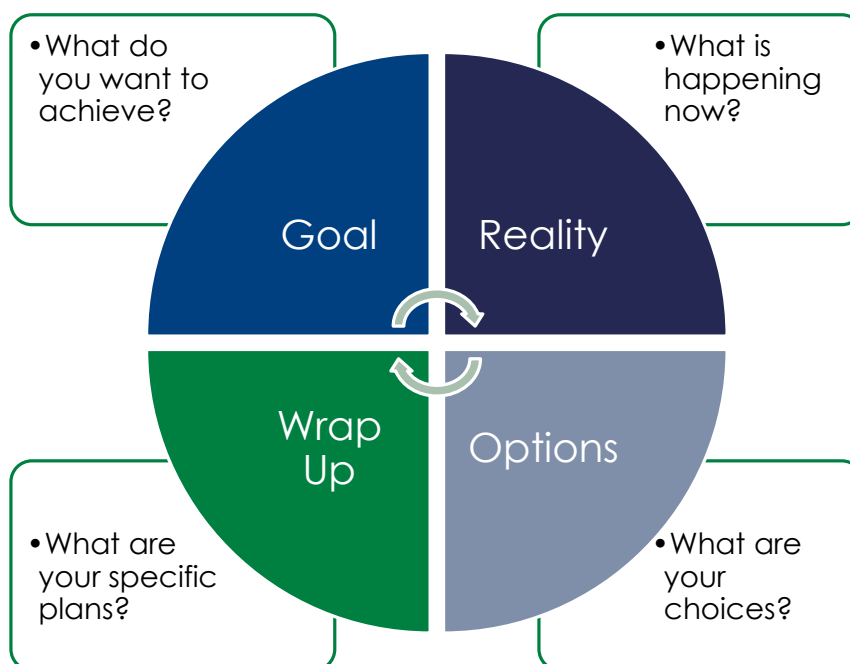


The GROW Model: How to have an effective coaching conversation



<u>Phase</u>	<u>Key question</u>	<u>Areas to Focus On</u>
Goals	<i>What do you want to achieve?</i>	<ul style="list-style-type: none"> • Session goal • Ideal goal • SMART goal
Reality	<i>What is happening now?</i>	<ul style="list-style-type: none"> • Active listening • Barriers to performance • Feedback
Options	<i>What are your choices?</i>	<ul style="list-style-type: none"> • Creative questions • Using scales
Wrap Up	<i>What will you do and when will you do it?</i>	<ul style="list-style-type: none"> • Action planning • Insuring risk • Following up

GROW Model: Career Coaching Questions

Phase	Questions
<p>GOALS</p> <p>What is your future goal/ambition?</p>	<ul style="list-style-type: none"> • What would you most like to achieve in the future? • What would you most like to be doing on a day-to-day basis? • What? Where? When? How? Who? • How will you know when you have achieved your goals? • How will you know this session has been helpful?
<p>REALITY</p> <p>Where are you now in relation to your goals?</p>	<ul style="list-style-type: none"> • What do you enjoy most about your current role? • On a scale of 1-10, where are you now in relation to your longer term goals? • What steps have you taken to achieve these goals so far? • What current strengths can you leverage to help you achieve your goals? • Which development areas might hold you back? • Have you ever done anything like this before?
<p>OPTIONS</p> <p>What are your choices?</p>	<ul style="list-style-type: none"> • How could you achieve your goals? • What options do you have? • Are there any other ways you could achieve this? • What's worked well in the past? • If there were no limits, what would you do? • What would person X do in this situation?
<p>WRAP UP</p> <p>What will you do?</p> <p>When will you do it?</p>	<ul style="list-style-type: none"> • How are you going to do this? • What's the first step? When? • Could anything stop you? • What are the risks? • When can we meet to review your progress?