

The Grow Model

A Guide to Personal Coaching

Sir John Whitmore, who has worked extensively with the founders of Developing Potential, developed the G.R.O.W. model. It was intended as a means of constructing a coaching conversation with an individual or client. The sequence of the steps is both logical and falls in order of importance. The greatest gift a coach can give is to help a coachee/performer gain goal clarity. Once you know where you are going the rest becomes much easier. It must also be stated that all questions including those in the model are designed for two reasons, firstly to raise the **awareness** of the coachee as to their goals, reality and options and secondly to support them in making the choice to take **responsibility** for their actions.

METHOD

If you want to move any issue forward where you have a real interest in making progress you can use the grow model to aid your thinking. Can you think of a personal, work or life issue with which you would like help? It needs to be something real and meaningful. It may be helpful to write your answers down as you go through the model. Also due to the fact that you are only reading from a set of given questions you may find that some are not relevant and if this happens don't worry just answer the ones that do make sense.

GOAL

What is your goal or issue?

What is your ideal outcome for this?

Please state in the positive i.e. what you want to happen rather than what you don't want to happen? I want to succeed rather than I don't want to fail.

Try to imagine or picture it. What does it feel, look and sound like?

What needs to be in the goal for it to be worthwhile for you?

How much control or influence do you have over the goal or issue?

If it is a long-term goal or more complex, what might be some short-term goals or milestones?

How will you measure success?

When do you want to achieve your goal?

REALITY

What is happening right NOW that makes this your goal or an issue?

What makes this important for you; people, location, timing (is it all the time), frequency?

How big is the issue? How important (1 low -10 high)

Who else is directly or indirectly involved?

If things are not going well with this issue how does it affect you?

What about others involved, what happens to them? What is their experience?

What is the knock on effect to others, friends, family, work colleagues, etc.

What have you done so far?

With were the results?

What is missing in this situation?

What do you have that you are not using?

What is holding you back?

What may be hidden motivations: power, control, confidence or fear in this situation?

Ask this question of yourself, INTUITIVELY what is really going on here?

OPTIONS

What options do you have to pursue this goal or resolve this issue?

Jot them down, no matter how creative they feel or sound.

What else might you do?

Do you know someone who handles this issue well? What might they try which you could do?

If you could get advice from anyone anywhere from whom could you seek advice?

What might they say?

What if you had more time for this issue what might you try?

What if you had less time what might this force you to do?

What if you had more energy/confidence what might you try?

What if there were no financial constraints what might you do?

What if you had total power (if you were the boss) what might you do?



What if you could start again what would you do differently?

What if you had a magic wand to increase some quality in yourself (more creativity, assertiveness, more empathy more tolerance) what quality would it be useful to have more of?

If you could change one thing in this situation what would it be?

Ask yourself if I could ask a wise old friend what advice would they give?

Look at your list of options and weigh up the costs and benefits of each and give them a 1-10 rating, where 1 demonstrates you have no interest and 10 high interest in the option. If some options seem unrealistic is there anything you might do to make them more achievable?

WILL

Which options do you want to choose?

To what extent does this meet all of your objectives?

What is your measurement/criteria for success?

What is your first step?

When are you going to take it? Choose a specific time rather than by when.

What could arise to stop you taking action?

What personal resistance do you have for taking these steps?

What will you do to eliminate these factors?

Who needs to know about your plans?

What support do you need and from whom?

What will you do to obtain support and when?

What commitment to the first step do you have on a scale of 1-10? 10 full commitment and 1 no commitment.

If less than 10 then not committed and what prevents you being a 10?

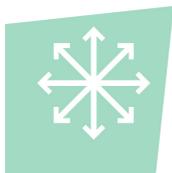
What could you do to raise your commitment to 10?

Leading through coaching is very powerful and these skills can be used to coach oneself and others to exceptional performance. If you would like to find out more them please contact us – our details are below.





Leadership Development ^{dp}



Cultural Development ^{dp}



Personal Development ^{dp}

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