

## GROW ~ example



**Goal** – where do you need to get to?

**Reality** – where are you now?

**Options** – what options do you have to get there?

**WAY / WILL** - what plan of action are you going to take / will you be able to get there in time?

The Coaching Dialogue – example:

Goal	To speak up more in team meetings
Reality	Lots of forceful personalities in the team Because I don't speak up much, people think I don't have much to say and don't think to include me I feel frustrated with them, and with me. I know I could do better.
Options	To raise with the team that it's hard to get a word in edgeways To suggest to the team leader that the meetings are chaired in such a way that people speak more in turn To behave like them and 'push in' with my comments To stay as we are because it's a hard habit to break To persist when I have something to say and assert myself if someone talks over me To determine that I will make at least one contribution every meeting
Way / Will	To determine that I will make at least one contribution every meeting
(Timeframe)	1 month ( = 4 meetings)

Follow up

I will share this action point with the person who works most closely with me and ask them to assist and challenge me, giving me feedback on when I contribute and exploring with me those times when I miss opportunities to contribute.