

Business Purpose: To use an established model for coaching dialogues.

GROW



If you see the GROW dialogue as a pathway, each action you take is a step towards your destination.

Goal What do you want to achieve? Where do you need to get to?
Where do you want to be?

Reality Where are you now? What's your current situation?
Any obstacles in the way?
How far away from the Goal are you?

Options What options do you have to get there?

Way / Will What plan of action are you going to take?
When will you get to where you want to be?

Goal	
Reality	
Options	
Way / Will	
(Timeframe)	

GROW Coaching Model ~ Sir John Whitmore (Performance Consultants)

*The GROW model is the basis for the coaching dialogue.
The coaching process involves follow up and building in accountability.*

