THE GROW MODEL

GROW: Questions sequence
- ➢ **G-** Goals: what do you want?
- ➢ **R-** Reality: what is happening now?
- ➢ **O-** Options: what could you do?
- ➢ **W-**Will—what WILL you do?

Goals Questions:
- ☐ What do you want?
- ☐ When do you need it?
- ☐ Who would be involved?
- ☐ Where would this take place?
- ☐ What would that look like?
- ☐ How much do you need to decide now?

Reality Questions:
- ☐ What is within your power?
- ☐ What are the barriers to doing what you need to do?
- ☐ Who must be involved in the solution?
- ☐ When is your closest deadline?
- ☐ Where are resources to help with this?
- ☐ How can you get what you need to start?

Options Questions
- ☐ What are your options?
- ☐ Have you had success before? What works?
- ☐ Who could share expertise or experience?
- ☐ How could you begin to address this?
- ☐ When do you need to begin?
- ☐ How will you know it is accomplished?
- ☐ Make a plan for assessment of goals

Will Questions
- ☐ What are you willing to do?
- ☐ By when? (specific date)
- ☐ Must anyone else sign off on this step?
- ☐ What will you do first? Second?
- ☐ How will you deal with the barriers?
- ☐ What will success look like for you?

Source: John Whitmore, *Coaching for Performance*