

The GROW Model

Reflectio

G = Goal What do you want?

- What do you want to achieve?
- What does success look like?
- How will you know you have reached your goal?
- What milestones are there on the way?
- How much can you control?
- Is the goal positive, challenging, achievable by you?
- How will you measure it?



R = Reality What is happening now?

- What is happening now (what, when, how much, how often?)
- What actions have you already taken to reach the goal?
- What have you learnt from that?
- What is holding you back from finding a way forward?
- What is really going on (intuition)?



Creative

W= Will What will you do?

- Which option(s) can you chose?
- What are your success criteria?
- When are you going to start your first action?
- What could hinder you?
- What support do you need from whom?
- What will you to obtain that support?
- What can I do to support you?
- What commitment on a scale 1-10 do you have to support these actions?
- What prevents you from being 10?
- What could you do later to raise your commitment to 10?



O= Opportunities What opportunities do have?

- What could you do as the next step to meeting this goal?
- What else could you do?
- Explore options. what are the benefits /cost benefits of each?
- What if you had time, power, money etc?
- What if there was no 'history' or 'politics', what could you do?