GROW Model

Goal
- Agree topic for discussion
- Agree specific objective of session
- Set long-term aim if appropriate

Reality
- Invite self-assessment
- Offer specific examples of feedback
- Avoid or check assumptions
- Discard irrelevant history

Way Forward
- Way forward
- Commit to action
- Identify possible obstacles
- Make steps specific and define timing
- Agree on support

Options
- Cover the full range of options
- Invite suggestions from coachee
- Offer suggestions carefully
- Ensure choices are made

FOCUS