

The GROW Model of Coaching: A Sample Script

GOAL

- How much of this goal is within your control (percentage. If less than 80% then you may need to choose a different goal).
- Which parts of the goal make it worthwhile to you?
- How challenging is it?
- What could be your first milestone?
- How realistic is your milestone?
- When do you want to achieve it by?

REALITY

- How important (how big) is this issue for you? (Scale of 1-10 where 10 is biggest)
- What makes it an issue?
- What have you done so far, and what has been the result?
- What do you have that you are not using?
- What would a neutral observer say is happening?

OPTIONS

- What could you do (note down all your ideas)?
- What else could you do?
- If you had more time (or less time) what would you do?
- If you knew someone who had dealt well with this issue, what would they say?

WILL

- Look at all your options and rate them each on a scale of 1-10 where 10 is most likely, including the option of doing nothing.
- Of all the options, on which are you willing to take the first step?
- When will you take the first step (be specific).
- Who needs to know?
- How committed are you to taking this action (on a scale of 1-10 where 10 is most likely)?
- If that answer was not 10, what stops it being a 10? If it is less than 8 you will probably not take the action.