

GROW COACHING

A POWERFUL PROCESS THAT HELPS YOU ACHIEVING YOUR GOALS

Do you wonder how you can most effectively set goals and define aligned and actionable ways of achieving these? The GROW Coaching Model provides you with a simple yet extremely powerful structure. It's an easy to follow process that you can use to coach yourself to success - that's right, you can be your coach and grow your performance and potential.

The model was initially developed in the 1980s by business coach Sir John Whitmore and has been used in business and life coaching ever since. GROW stands for:

Goal
Current **R**eality
Options and possible **O**bstacles
Will and **W**ay Forward

By following a sequence of questions, GROW helps you to define where you want to go (your **goal**). At the same time, it guides you to explore and assess a variety of different routes (the **options**) while keeping your starting point (your current **reality**) as well as potential roadblocks (the **obstacles**) in mind. This way, you can then find the best possible and most effective path (the **way forward**) and check in on your commitment to follow through (your **will**). Using GROW is a bit like planning to go on a journey, and in a way, you are - a journey of exploration and choice that helps you achieving what truly matters to you.

Let's look at the four steps and explore some questions - feel free to add, exchange, and to truly make this list yours. You can also go back and forth between the four steps if needed.

G = GOAL

- What do you want to achieve?
- Why is this goal important to you?
- What will change for you/others if you achieve this goal?
- What other side effects will achieving this goal cause?
- What will success look like? How will you know that you have reached your goal?

R = REALITY

- If you look at the facts, what is the current situation?
- What are the main reasons for this?
- What happens if you do not reach your goal?
- What have you done so far? What are the results? What is missing?
- What could possibly hold you back?

It might be very tempting to assess your current reality before you engage in your goal setting exercise. Try to resist the urge. Basing your goals on an in-depth assessment of your current reality might actually lead to goals that are limited by what you experience in the here and now, and these are typically not the kind of goals that get you inspired and motivated.

O = OPTIONS

- If everything was possible, what would you do?
- What could you do? What should you do?
- Which approaches have already paid off in similar situations?
- What resources do you have? Who/what could help you?
- What is the cost/benefit of each option?

There is a second 'O' to be considered **O = OBSTACLES**

- What is in the way?
- How could you overcome this obstacle?

W = WILL & WAY FORWARD

- What exactly do you want to implement now?
- What are the concrete next steps?
- Will this help you achieve your goal?
- What is your willingness on a scale of 1-10 to implement your plan?
- What is needed to bring your willingness to a 10?

Other tools to elevate your success

Try **The Wheel** exercise to take a refined look at your life and career and define meaningful and aligned goals and check out the **Daily Questions & Reflections** to help you stay on track and live and lead with intention and impact. Check sabine-renner.com/resources/ for further information and downloadable worksheets.