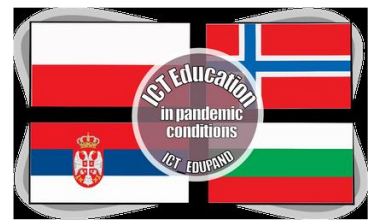




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## THE GROW MODEL

This model is the most commonly used coaching conversation model (abbreviated as goal, reality check, options will). The four stages of the conversation lead the client/student/teacher from goal setting, through a clear definition of the starting point (reality check) and the development of a number of possible action plans (options), to the setting of concrete steps (will) that will mobilise the client and bring them closer to achieving their goal.

### STAGE 1

At the beginning of the interview, you should **set a clear and specific goal**. Examples of questions to ask the client/student/teacher at this stage of the interview are:

1. What would you most like to talk about?
2. What should come out of our meeting?
3. How could you reformulate the objective so that it depends entirely on you and not on others?
4. What changes do you expect after working on this issue?
5. How can we measure the achievement of this goal so that we know if you have already achieved it?
6. By what date do you want to achieve it?

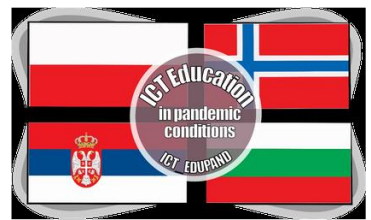
### STAGE 2

The second stage of the GROW model concerns reality assessment. Reality assessment makes it possible to establish an objective baseline from which to start making the intended changes. Specific facts need to be established so that the client/student/teacher does not rely only on his/her subjective impressions of reality. Examples of reality assessment questions are presented below:

1. What is happening now (what, who, when and how often)? What is the effect or outcome of this?
2. What have you already tried? What were the results?
3. What is most important about this?
4. What events or decisions have brought you to this point?
5. Where are you now in relation to your goal?
6. On a scale of one to ten, where are you?
7. What progress have you made so far?



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### STAGE 3

The next stage of the GROW model is options. This is the stage of creative thinking to develop several options for solutions. In career coaching, this stage can refer to choosing alternative career paths. Examples of questions about options are:

- 1. What are your options?**
- 2. What do you think you need to do next?**
- 3. What do you think you need to do to get a better result (or get closer to your goal)?**
- 4. Who else can help you?**
- 5. What would happen if you did nothing?**
- 6. What have you already achieved?**
- 7. What would happen if you did?**
- 8. What would you gain/lose by doing/saying this?**
- 9. What is the best/worst thing about "this option"?**
- 10. Which option do you think is ready to be implemented?**
- 11. Who do you know who has solved a similar situation?**
- 12. What else?**

### STAGE 4

The final stage of the coaching process is the stage of will or and intentions. This stage consists of two elements: action plan and will. In other words, this step allows you to translate preferred solutions into concrete actions that guarantee the client's commitment. Examples of questions about will are:

- 1. Which option do you want to pursue?**
- 2. What step that would bring you closer to achieving your goal could you take this week?**
- 3. On a scale of 1 to 10, what is the probability that you will complete this step in the time you have given?**
- 4. Are there any obstacles that need to be overcome in order to complete this step?**