

Coaching/Self Coaching: Using the GROW Model

Thank you for reading our goal setting article on The Hoot. We wanted to provide you with some further information and resources on the coaching GROW model for you to use. We hope you find these useful and wish you luck on your self-coaching journey.

The PLA Service

Coaching and the GROW model

There are many definitions for coaching, we used one from John Whitmore who sums up coaching as, “Unlocking a person’s potential to maximise their own performance. It is helping them to learn rather than teaching them.” (2009)

Whitmore also introduced the GROW model, one of a number of coaching frameworks that provides structure for coaching conversations. Each letter stands for a stage within the coaching conversation.

Goal setting for the session/conversation/programme

Reality checking to explore the current situation

Options and alternative strategies or courses of action

What is to be done, When, by Whom and the Will to do it.

Questions for the GROW model

Goals

- What would you like to achieve?
- What is most important to you?
- What do you really, really want?
- What form of outcome are you seeking at the end of this coaching session/programme?
- What outcome would make this conversation a great success for you?
- Imagine that you have successfully addressed the scenario – what does success look like, sound like, feel like – what can you and others see, hear and feel?
- What specifically would you like to accomplish?
- How can we make that goal measurable? (SMART target possibly)
- How will you know when you have achieved your goal?

Reality

- What facts and evidence do you currently have at hand about this scenario?
- What is at the heart or centre of this scenario for you?
- What is going on in this scenario that makes it hard for you?
- Who else is involved?
- If this scenario was an animal – what animal would it be?
- What assumptions could you be making?
- What part of the scenario have you not yet explored?
- What - if anything - have you already done to address the situation?
- What progress have you made so far?
- What action have you taken on this so far?
- What were the effects of that action?
- What obstacles have appeared when you have tried to move forward with this?

Options

- If you had no constraints at all – of time, money, power, health – what would you do?
- What could you do next?
- If your obstacles/barriers were removed, what would you do then?
- What options do you have?
- What is the range of options and possibilities you have?
- What else might you do?/What else could you do?
- What would occur if you were kinder and more compassionate with yourself and/or others in this scenario?
- What would a wise, kind, compassionate friend say to you or do about this?
- What have you seen others do that might work for you?
- Who might be able to help or contribute?
- What else could you find out / what extra information might give insight?

What/When/Whom/Will/Wrap-Up

- From your options, which one/s will you actually pursue?
- Looking back at your options, rate them quickly on a scale of 1 to 10 on how practical they seem. Which options high on the scale could you do now?
- From your options what will you specifically do?
- What is the first step you will take and when will you do this?
- On a scale of 1 to 10, how confident/committed do you feel that you'll take this first step/action?
- How realistic does it feel?
- Do you foresee any hurdles/blocks/obstacles? How can you eliminate these?
- What further support and resources would help you?
- What can I do to support you?
- Who needs to know what your plans are?
- Coming back to the goal you set at the beginning of the session/coaching – what progress have you made on this?
- What do you know now and what difference does knowing that make?

Further resources/information

[Sir John Whitmore on GROW Model coaching - YouTube](#)

Fleming, I & Taylor, A.J.D. (2003) Coaching Pocketbook. Management Pocketbooks Ltd: Hampshire, UK

Hook, P., McPhail, I. & Vass, A. (2006) Coaching and Reflecting Pocketbook. Teacher's Pocketbooks: Hampshire, UK

Kline, N. (2009) Time to Think. Ward Lock. London.

Starr, J. (2002) The Coaching Manual. Pearson Business: London

Whitmore, J. (2009). Coaching for Performance. Nicholas Brealey Publishing: London

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Mental Health, Wellbeing and Welfare - You can access this [here](#) via the OU Help Centre this includes 24/7 online support from **Togetherall** and text support from **Shout 85258**.