

# Coaching/Self Coaching: Using the GROW Model

Here's some information about the GROW coaching model we refer to in our Freshers session.

We look forward to seeing you at our 'live self-coaching' session taking place online at  
6 – 7pm on Wednesday 1<sup>st</sup> February 2023.

You can also check out our on-line HOOT article on 'Using the GROW model to identify your goals'  
here: [Understanding Yourself: Spring Goals - THE HOOT \(thehootstudents.com\)](https://thehootstudents.com/understanding-yourself-spring-goals)

In the meantime, we wish you every success on your study 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

### Further support for you available at the OU

**Study Support** – Please reach out and contact your tutor or your Student Support Team (SST) to help you when needed. Contact details can be found on Student Home.

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