

# GROW MODEL

A framework for  
a successful coaching relationship



## Goal

What do you want?

## Reality

Where are you now?

## Options

What could you do?

## Way Forward

What will you do?

## GOALS

Work together to identify a concrete goal. This determines the focus of the coaching and the primary motivations for change

## REALITY

Frankly assess the current reality. What needs to happen for the coachee to realize their goal? Ask questions that gets to the root of the current problem

## OPTIONS

Identify and assess available options. Help reframe the situation and encourage solution-focused thinking and brainstorming

## WAY FORWARD

Get a commitment to specific actions in order to move forward towards the goal. In doing this, you will establish and boost the motivation of the coachee.

A successful coach is not necessarily an expert in their field. They are people who listen effectively and ask thoughtful questions to help the coachee identify their own best way forward

Source:

Grant AM. Is it time to REGROW the GROW model? Issues related to teaching coaching session structures. *The Coaching Psychologist*. 2011;7(2):118-126.