

The GROW Model



The GROW Steps:

Goal--What do you want?

Reality--What is happening now?

Options--What could you do?

Will--What will you do?

Goals

- ☒ What would you like to accomplish in our work together?
- ☒ What would you like to accomplish in this session?
- ☒ What's important to you in this?
- ☒ What would success look like to you?
- ☒ How will you know you've achieved that goal? What will be different?
- ☒ How will you know that problem has been solved?

Reality

- ☒ What is happening now with that?
- ☒ What is the result of that?
- ☒ Who else is involved? What's happening with them in this?

Options

- ☒ What have you tried so far?
- ☒ What else could you do here?
- ☒ Have you dealt with something similar in the past? Could we borrow from that now?
- ☒ Have you tried. . . ?
- ☒ Something that has worked for other people is. . .
- ☒ What do you think about trying. . . ?

Will

- ☒ Now that we've discussed your goals and options, which of these do you want to try?
- ☒ How will this action help you achieve your goal?
- ☒ What steps do you need to take before our next meeting?
- ☒ What's one small thing you could do to move things forward?
- ☒ What help will you need from other people, including me?
- ☒ Do you anticipate any problems? How can we plan for dealing with those?
- ☒ Do you have any fears or concerns? How can we address those?