

THE GROW COACHING MODEL

CONTRACTING	GOAL	REALITY	OPTIONS	WAY FORWARD
<ul style="list-style-type: none"> -Define the boundaries and contract (explicitly) -Build rapport -Clarify purpose 	<ul style="list-style-type: none"> -Agree topics for discussion -Agree specific objectives of session -Set goals 	<ul style="list-style-type: none"> -Invite self-assessment -What skills and strengths do I have? What have I done/considered so far? -Challenges and effect on goals 	<ul style="list-style-type: none"> -Brainstorm full options What obstacles stand in my way? How will I deal with them? -What is most attractive on scale 1-10 	<ul style="list-style-type: none"> -Summarise the action plan -Make steps specific and define timing and responsibilities -Check commitment to action (Will)
TIPS/GUIDELINES				
<ul style="list-style-type: none"> -Start session with informal conversation -Get person to relax and talk freely -Set the boundaries and remind of the contract -Transition into coaching by focusing on purpose of the session or what has been achieved/done so far 	<p>Specific & Stretching</p> <ul style="list-style-type: none"> -Vague goals lead to vague attempts to achieve them -Stretch goals lead to improved performance <p>Measurable and Monitored</p> <ul style="list-style-type: none"> -We need to be able to evaluate our progress <p>Attractive and Actionable</p> <p>If we don't want it, or can't do it, we're unlikely to put in a sustained effort</p> <p>Realistic and Resourced</p> <p>We must be capable of achieving the goal</p> <p>Time</p> <p>We need to have an appropriate time-frame</p>	<p>Gathering information from range of sources</p> <p>Assessing the situation using the evidence collected</p> <ul style="list-style-type: none"> -What's working for you now? -What's not working? -What can you do differently? -Tell me some more about that ... -What's the benefit? -Focus on relevant issues -What action have you taken so far? -What are obstacles? 	<p>Generating maximum number of alternative options:</p> <ul style="list-style-type: none"> -Brainstorm options -Uncover blind spots -Use "what if..." questions -Invite suggestions from coachee -Offer suggestions carefully <p>Evaluating the options:</p> <ul style="list-style-type: none"> -Establish the criteria against which option will be evaluated -Systematic evaluation of the options generated <p>Consider both risks and benefits</p>	<p>Action plan:</p> <ul style="list-style-type: none"> -Commit to action -Motivation to act: willingness, readiness and ability to act -Coachee to write own action plan -Coachee to rate commitment (1 – 10) <p>Measures of success</p> <ul style="list-style-type: none"> -Clear time limits -Self-assessment points (1 month, 3 months or 1 year) <p>Tracking progress</p> <ul style="list-style-type: none"> -How and when will the reviews take place? -Ensure that tracking events take place -Establish support systems <p>Evaluation</p> <ul style="list-style-type: none"> -Holding employee accountable -Learning from events <p>Refinement</p> <ul style="list-style-type: none"> -Goal adjustment -Incorporating new behaviour into work - What's next?