

BUSINESS IN THE COMMUNITY'S JOB COACHING PROGRAMME

RESOURCE: THE GROW MODEL

A good way of thinking about the GROW Model is to think about how you'd plan a journey. First, you decide where you are going (the goal) and establish where you currently are (your current reality). You then explore various routes (the options) to your destination. In the final step, you ensure that you're committed to making the journey, and are prepared for the obstacles that you could meet on the way (establishing the will).

First of all, think about a situation or challenge where you would like to make progress.

1. GOAL

- Write down what you'd like to achieve.
- What would success look like for you? Be as specific as possible.
- What outcome would be ideal?

2. REALITY

- Let's think about the situation now.
- What's happening? (or possibly what's not happening?)
- What is working well right now?
- Who is involved?
- When is it happening? And for how long has this been going on?
- What's the **effect** of what's happening? What's the impact on you? On other people?

3. OPTIONS

- Think about all the options that are available and write them down.
- Imagine money is no object, that you have the resources and time you need
- What would you do if you had unlimited confidence? *You can get creative at this point!*
- What are the benefits and downsides of each option?
- What would happen if you did nothing?
- Who else might be able to help you achieve your goal?
- Which option(s) do you feel ready to tackle?

4. WAY FORWARD

- Look at your options and decide which one you're going to take.
- What will be your first step? And when will you take it? Be specific.
- What support do you need to make it happen? Who? What? How? What support do you need from me?
- What do you need to do to ensure you stay on track? How will you hold yourself accountable?
- Finally, on a scale of 1-10, how confident are you that you will succeed in meeting your goal? (If low, what do you need to become more confident?).