The GROW model

The GROW model is widely applied in coaching to improve the performance of professionals and provides a useful set of questions. These can help you to clarify and achieve your own goals, or can be used in a coaching or mentoring conversation - for example with a researcher. GROW is an acronym for the following series of words.

1) **G**OAL
   - What is the desired outcome?

2) **R**EALITY
   - What is currently happening?

3) **O**PTIONS
   - What could you do?

4) **W**ILL
   - What will you do?

Answer each question in the sections below to try this process for yourself, or use the questions to guide you through a coaching conversation.

GOAL
   - What do you want to achieve?
   - What do you really want to be the outcome?
   - What would you like to have happen?
   - When do you want to achieve it by?
   - How is that positive, challenging attainable, measurable?

REALITY
   - What is happening now? (What, when, where, how much)
   - Who is involved?
   - What have you done about this so far?
   - What has been the effect of what you have done so far?
   - What are the major constraints to finding a way forward?

OPTIONS
   - What options do you have?
   - What else could you do?
   - In what other ways could you approach this?
   - What are the benefits and costs of each?
   - Would you like another suggestion? (more directive)

WILL
   - Looking at these options, on a scale of 1 to 10 on how realistic do they seem?
   - Which option will you choose?
   - What deadlines will you set for yourself?
   - Will this meet your goal?
   - What obstacles could you face?
   - How will you overcome them?
   - Who needs to know?
   - For each chosen option, what specifically will you do?

- What help or support do you need?
- What is the first step that you will take?
- What is your level of commitment, on a scale of 1 to 10, to each option?

Based on
Whitmore, J. (1993) *Coaching for performance.* pp. 113 Nicholas Brearley Publishing Ltd.