# GROW Date:

**Delete blue text before printing** – *As the coach you can use this worksheet as your very own cheat sheet to navigate your client through a session.*

*The GROW model is a 4-step model that is widely used by coaches around the world to help their clients achieve success. The 4 steps stand for:*

* *G – Goals*
* *R – Reality*
* *O – Options*
* *W – Way Forward*

*You can help your client get clarity on any area of his/her life that is challenging. All you need to do is identify the area he/she wants to work on and then ask a few questions from each of the 4 steps.*

## Goals

|  |  |
| --- | --- |
| 1. | Describe the current situation. |
|  |  |
| **2.** | **How is this challenging for you now?** |
|  |  |
| **3.** | **How would you like the situation to be?** |
|  |  |
| **4.** | **How is this important to you, your purpose, and your values?** |
|  |  |
| **5.** | **What is the specific outcome you are looking for once this is resolved?** |
|  |  |

## Reality

|  |  |
| --- | --- |
| 1. | What is happening now that tells you this is important to you? |
|  |  |
| **2.** | **What are you tolerating by not moving on this issue?** |
|  |  |
| **3.** | **What have you attempted to resolve this?** |
|  |  |
| **4.** | **What feedback are you getting from your environment, health, friends,  family, etc.?** |
|  |  |
| **5.** | **Who is on your team that can help?** |
|  |  |
| **6.** | **What obstacles are in your way?** |
|  |  |
| **7.** | **What are your beliefs about achieving this outcome?** |
|  |  |
| **8.** | **What can you learn from someone who has already achieved this?** |
|  |  |

## Options

|  |  |
| --- | --- |
| 1. | What options are available to you? |
|  |  |
| **2.** | **What could you do if you were without fear?** |
|  |  |
| **3.** | **What could you do if you were not answerable to anyone?** |
|  |  |
| **4.** | **What could you do if time or money was not a constraint?** |
|  |  |
| **5.** | **What could you do if the most important outcome was to learn more  about yourself?** |
|  |  |
| **6.** | **What do you need to believe to open up your options even more?** |
|  |  |

## Way Forward

|  |  |
| --- | --- |
| 1. | Out of the options explored, which will bring you one step closer to your  desired outcome? |
|  |  |
| **2.** | **What actions do you need to take?** |
|  |  |
| **3.** | **Is there anything you need to do before taking these actions?** |
|  |  |
| **4.** | **How do you know that you are committed?** |
|  |  |
| **5.** | **By what date will you have completed the action(s)?** |
|  |  |
| **6.** | **What resources do you need to do this?** |
|  |  |
| **7.** | **Do you need to tell anyone about your commitment?** |
|  |  |
| **8.** | **What are your obstacles, how will you address them and by when?** |
|  |  |
| **9.** | **On a scale of 1 – 10 (1= poor, 10= excellent) how do you rate yourself on each of the following: Commitment to action, Enthusiasm, Excitement, Certainty** |
|  |  |
| **10.** | **What do you need to change to answer all of the above with a 10?** |
|  |  |