

GROW Model Template

Coaching/Mentoring as a Conversation

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Many coaches and mentors assume that coaching conversations need to be formal structured sessions that can only occur when they have 30-60 minutes. For this reason, they may miss “coaching moments” to coach and mentor peers, subordinates, and even bosses or family members and friends.

Below is a model that can be used effectively in a casual 5-10 minute conversation.

| | |
|--------------------|---|
| Goal | What is something you have wanted to do for yourself and just have not gotten around to it? |
| Reality | What seems to be getting in the way? What is preventing you from doing it? |
| Options | What might you do to overcome these obstacles? |
| What's Next | What will you do? By when? What resources do you need? What is your level of commitment? |

Cues for having these ad hoc casual conversations might be:

- “I’m so frustrated by...”
- “I just wish I could...”
- “I just don’t know what to do next.”

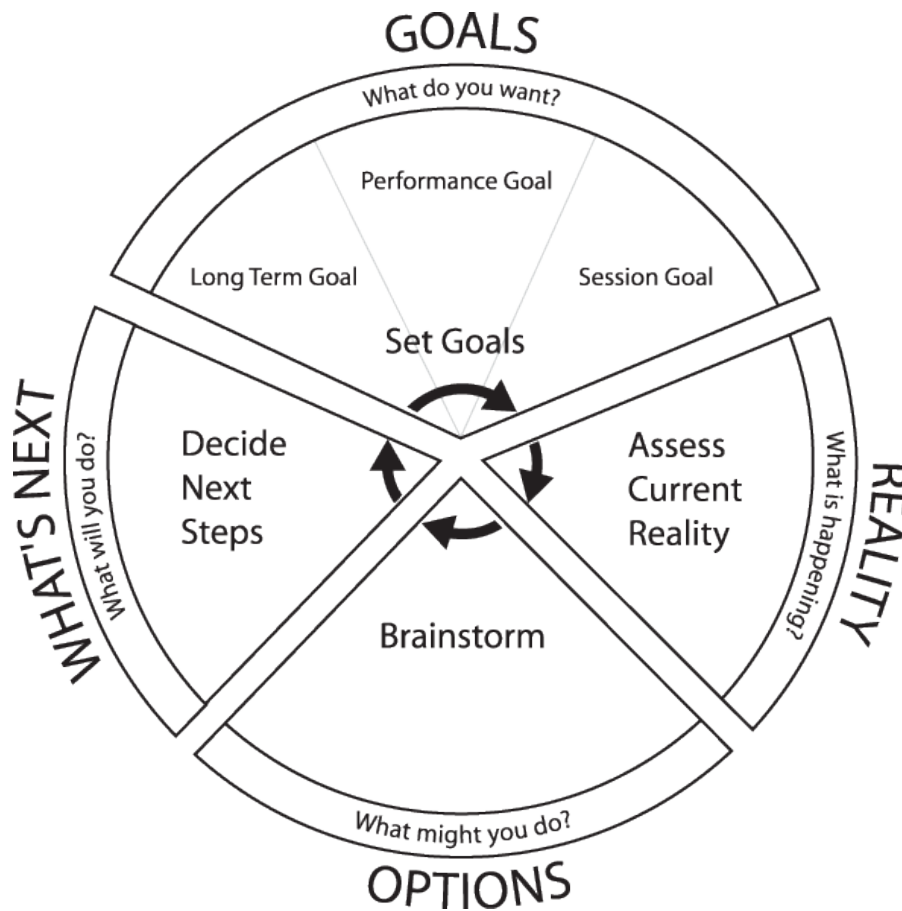


Figure 1: The GROW Model

Adapted from the work of John Whitmore

The GROW Model is a framework for the coaching and mentoring conversation.

It is divided into four sections:

- G**oals - What Do You Want?
- R**eality - What is Happening?
- O**ptions - What Might You Do?
- W**hat next - What Will You Do?

It begins with an exploration of the client's goals. Then the coach/mentor helps the client become aware of the current reality and helps the client explore options. Finally, the coach/mentor and protégé explore what's next. In this phase, the client and coach/mentor develop an action with goals that meet S.M.A.R.T. criteria (**s**pecific, **m**easurable, **a**greed upon and **a**ccepted, **r**ealistic, **t**ime-bound).

Name: _____

Date: _____

| |
|--|
| Goals: What would you like to talk about? Achieve? Resolve? Solve? |
| Long-Term Goal: |
| Performance Goal: |
| Session Goal: |
| Current Reality: What is happening now? What have you tried so far? |
| |
| Options: What might you do? What else? |
| |
| What's next: Of these options, what is your most powerful next step? |
| |

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