

GROW Coach Model for Groups

General Outline for Each Session

Minutes	Activity	Who
10	Inspiring Moment -Some participants may not be present promptly at the start of the session. Go ahead and start this segment at exactly the top of the hour and if people are late, they will have to catch up. It is a good idea to ask people to try to be there 5-10 minutes early. Be sure to have some inspiring moments ready in case the person who is responsible for this is absent.	Rotates
10	Check-In -This segment is a way for people to share their progress, thoughts, and feelings that day. Either have a check-in question ready, or have each person say what is on their mind. It is a good idea to have a check-in object that signifies that everyone else is quiet while the speaker holds the object.	All
15	Content -This is when any new material is presented.	Coach/Facilitator
10	Coaching -This time is for people to get coaching or discuss homework from last time.	Coach/Group
10	Committed Actions for Next Week -In this segment each person will write their committed actions for the next week in their Results Tracker and share with the group. (See detailed instructions below.)	All
5	Check-Out -This is a way to reach closure for the session and do a “temperature check” of where everybody is.	All

It is recommended that the coach/facilitator asks the members of the group to rotate the roles of providing the Inspiring Moment at the beginning of each meeting as well as the role of time keeper. Please bring a timer with a tone or bell so that everyone can be aware of elapsed time.

Arrange chairs as close to a circle as possible so that each person can make eye contact with everyone. Use a round or square table. It is better to have chairs with no table if only a rectangular table is available.

It is also recommended that a flip chart is available for recording the check-in question and anything else that needs to be seen by the group.

Instructions for Results Tracker

- Ask each person to look at their three goals and the specific actions under each one. For the first session, they may not have any actions yet, so one of their Results Tracker actions could be to complete their goal sheets by filling in the specific actions that they plan to accomplish.
- If the actions are measurable, e.g., “Go to the gym three times this week”, there is no need for Current Reality (CR) and Desired Reality (DR) numbers. However, if their action is subjective, e.g., “Use positive internal self-talk”, use the CR and DR numbers to track progress. In this case, the person’s own evaluation is what is most important.
- At each new session, when they look back at the previous Results Tracker, they will assess each item’s percentage complete. They should learn how to set themselves up for success by not having too many goals, goals that are unattainable, or goals that they simply aren’t committed to. They should have 100 percent completion each week if they are truly committed and they are setting their goals effectively.
- The area at the bottom of the Results Tracker is for tracking items daily. For example, if they want to eat three healthy meals per day, they could put a check mark for each meal in each day/box. Other examples might be sleeping 7 hours per night, lowering salt intake, 30 minutes of movement/exercise, thinking positive thoughts, etc.

A note about goals:

Attached is a Results Tracker that can be distributed to participants. Please encourage the participants to begin with only three goals. It is very important for them to feel that they are successful from the very beginning. If they set too many goals, they can quickly become overwhelmed and get discouraged. Once they accomplish a goal, a new goal should be set in order to keep the momentum going. So, have more sheets available.

Results Tracker
Week of _____

Current Reality	Goal/Action Step						Desired Reality	Percentage Complete
	1) Eat three healthy meals with two high protein snacks mid-morning and mid-afternoon every day. (Tracking below.)							85%
	2) Have a total of four glasses of wine per week.							80%
	3) Do 30 minutes of cardio exercise at my training heart rate four days per week.							100%
	4) Remain true to myself, resisting the influence of friends and family who might encourage me to skip exercise, have more wine, or over-eat.							
	5)							
<i>Sun</i>	<i>Mon</i>	<i>Tues</i>	<i>Wed</i>	<i>Thurs</i>	<i>Fri</i>	<i>Sat</i>	<i>Results</i>	
Morn Noon Night Snacks	Noon Night Snacks	Morn Night Snacks	Morn Noon Snacks	Noon Night Snacks	Morn Night Snacks	Morn Noon Night Snacks	5/7 5/7 6/7 7/7	

My level of commitment (1-10): 10

What worked well this week for me: Eating protein snacks, exercising before work.

What didn't work as well for me: Did not get up early enough to exercise and eat breakfast.

One thing that would ensure greater success next week: Get up earlier (6:00 a.m.), have a protein shake in the car on the way to work.

