

## The GROW Model

### GOAL

- What is it you want (to achieve)?
- How will you know when you have it?
- When do you want it by?
- What would be the impact of you achieving this goal?

### REALITY

- What have you done so far?
- If nothing, what is stopping you taking action? What might you be assuming?
- What hurdles might you face?
- How much control do you have over your outcome?
- What resources/support do you have to help you?

### OPTIONS

- What could you do to move you one step closer to your goal?
- You said that X was an obstacle for you....if you knew that this wasn't an issue, what could you do?
- If you were advising a friend, what would you suggest?
- What else could you do? What else? What else?....

### WILL/WAY FORWARD

- Considering all the options you have, what will you do?
- When will you do it?
- What might get in your way? How will you deal with this if it happens?
- On a scale of 1-10, how committed are you to taking action? If less than 8, what is stopping this being higher?