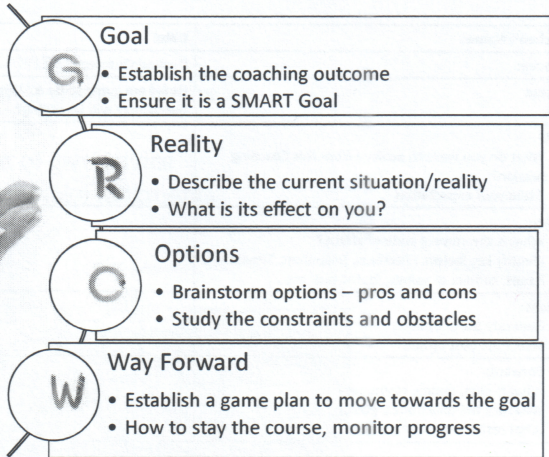
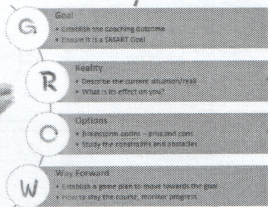


GROW Model



GROW Model



Setting the GOAL

- Achieve a new performance level
- Change or improve relationship of results
- Improve performance appraisal score
- Career development plan
- Improve interpersonal issues with peers
- Accomplish specific task
- Other:....

Assessing the current REALITY

- Succession planning
- Skill deficiency
- Addressing a specific problem
- Transition

Identify OBSTACLES/OPTIONS

- What might prevent this from happening?
- What else can you do?
- What factors or considerations will you use to weigh each option?
- What are the Pros & Cons of each option?
- What do you need to stop doing to move ahead?

Developing the WAY FORWARD

- Set goals & time frame
- Connect goals to the business results
- Explore different possibilities, tasks, obstacles, etc
- Set up regular review and follow-up sessions

Coaching Plan

Coachee's Name:	Date:	
Purpose:	Desired Outcome:	
Process	How I am going to do it? What questions I will be asking?	Remarks /Notes
Goal: <ul style="list-style-type: none">• What do you want to achieve from this Coaching session?• State your expectation		
Reality: <ul style="list-style-type: none">• What is the current state of affairs?• Identify key factors : Personal, Resources, Situation, Issues, conflict of values, 'burnt-out' etc		
Options: <ul style="list-style-type: none">• Generate list of options• Select the best option		
Way Forward: <ul style="list-style-type: none">• What is plan, timing, resources?• What are the milestones, goals?• What resources are required?		

Applying GROW Model @Work - SAMPLE

Coachee's Name: John Tan	Date: 4 Jan 2019	
My Frame of mind: Help him acquire skills to do this job	Desired Outcome: Able to manage project independently	
Process	How I am going to do it? What questions I will be asking?	Remarks /Notes
Goal: <ul style="list-style-type: none"> What do you want to achieve from this Coaching session? State your expectation 	What is your goal for this coaching session? What would you like to achieve? Why is this important to you? My expectation: work independently	
Reality: <ul style="list-style-type: none"> What is the current state of affairs? Identify key factors : Personal, Resources, Situation, Issues, conflict of values, 'burnt-out' etc 	What is the current state at work for you? What are you feeling? Where do you feel pressured? Can you describe factors affecting your work or ability to achieve goals?	
Options: <ul style="list-style-type: none"> Generate list of options Select the best option 	Let's list 7 options. Let's discuss selection criteria What can do wrong with this option? What can we do about it?	
Way Forward: <ul style="list-style-type: none"> What is plan, timing, resources? What are the milestones, goals? What resources are required? 	Can you develop an action plan complete with timing, milestones, goals? List out the key steps, resources etc.	