



Coaching for Goals and Execution



The GROW model offers a time-tested and effective model for coaching employees about goal setting and performance. This model offers a highly useful set of questions below that can help lead employees to the answers they need to write and execute effective goals.

G Goals

- ❏ What is it you would like to focus on?
- ❏ What would you like to achieve?
- ❏ What would you like to happen that is not happening now?
- ❏ How would you know you were being successful if you achieved your goal?
- ❏ How could you break this goal down into manageable chunks?
- ❏ What are all the things that would need to be done to achieve the goal?

R Realities

- ❏ What is happening at the moment to derail your progress toward the goal?
- ❏ When and how often does this happen? Be precise if possible.
- ❏ What effect does this have?
- ❏ What other factors are relevant?
- ❏ What is that person's perception of the situation?
- ❏ What have you tried so far?
- ❏ What else is conflicting with achieving the goal?

O Options

- ❏ What possibilities for action do you see? Don't worry about how realistic they are at this stage.
- ❏ Who might be able to help?
- ❏ Which options do you like the most?
- ❏ What are the benefits and pitfalls of these options?
- ❏ Which options are of interest to you?
- ❏ Rate from 1 to 10 your assessment of the practicality of each of these options.
- ❏ Would you like to choose an option to act on?

W Will

- ❏ What are your next steps?
- ❏ Precisely when will you take them?
- ❏ What might get in the way?
- ❏ What support do you need?
- ❏ Can you see some real benefit coming from this for yourself and others?
- ❏ Are you excited by the prospect?