



# 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?