
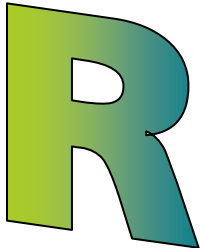
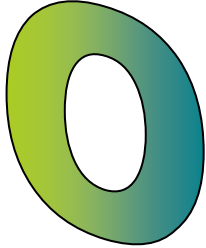
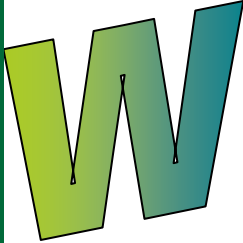


The GROW Coaching Model

	<p>GOAL</p> <ul style="list-style-type: none"> ➤ What is the issue on which you would like to work? ➤ In the long term, what is your goal related to this issue? ➤ What is the time frame?
	<p>REALITY</p> <ul style="list-style-type: none"> ➤ What is happening now? ➤ What are the opportunities? ➤ What are the risks or obstacles?
	<p>OPTIONS</p> <ul style="list-style-type: none"> ➤ What are the different ways you could approach this issue? ➤ What else could you do? ➤ What would you do if you had no constraints (time, budget)? ➤ Which of these appeals to you the most? Why?
	<p>WILL</p> <ul style="list-style-type: none"> ➤ Which option will you choose? ➤ When precisely will you start and finish each action step? ➤ How will you overcome your obstacles?

Powerful Coaching Questions

Getting Perspectives

- What's an entirely different way to see your situation?
- How would others describe your performance?
- How would others describe your potential?
- What one personal change will result in the biggest benefit?

Identifying Resources

- What additional resources would be the most helpful?
- How might you use your greatest strengths everyday?
- What thoughts and habits no longer serve you well?

Initiating Change

- What new skills will provide the biggest payoff?
- What actions do you need to take but are avoiding?
- What will be different this time?
- What do you need to do so you will have no regrets?

Commencing Action

- Which difficult conversation needs to happen?
- What is the most potent first step?
- What short-term breakthroughs are necessary?

Creating Accountability & Sustainability

- What specific commitments have you made?
- Do you trust yourself to follow through?
- How will you maintain momentum?
- What will you do when you encounter unexpected obstacles?
- How will you ensure the changes are enduring?