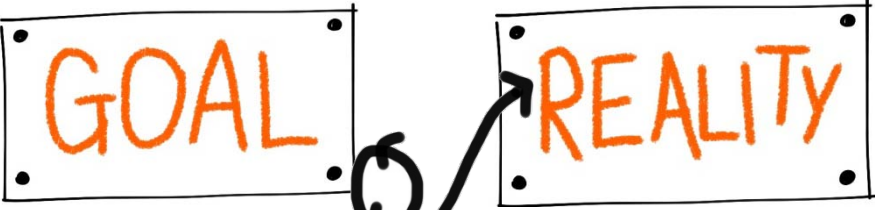


COACHING using GROW



Your role is to help them clarify the **GOAL**



your role is to help them understand what is happening now + gain **INSIGHT**

COACH'S role



- Ask questions to help determine:
- What issue / area they want to focus on
 - What they want to achieve out of the session

- Ask questions to:
- Clarify the current situation
 - Determine the current impact
 - Determine future implications
 - Invite self assessment

On a scale of 1-10...

Let them tell their story

What is the **IDEAL** outcome?



your role is to help them find out what is **POSSIBLE**

COACH'S role



*generate → options
 *assess → options

- Generate options
- How could you make that happen?
 - What else could you try?
 - What else...?

- Assess options
- What is the best / worst thing about that?
 - Pros and cons?

Only offer your ideas after you have pushed them to come up with their own



your role is to help them find a **WAY FORWARD** + Commit to **best actions**

- Which option do you think will work best?
- What is the next step?
- What will you do? When?
- What might get in the way? How might you overcome that?
- What support might you need?
- How might we follow up?

