

# The GROW coaching checklist.

**G-** Grow = Set the goal for the coaching session

- What do you/we want to get out of our coaching session?
- What are your key areas of concerns?
- What would you like to focus on?
- Is this a realistic goal?
- Can we cover this in the time we have available?

**R-** Reality = use questioning skills to raise their awareness of the current situation.

- Tell me what is happening now?
- What's working for you now?
- What ? When? How much? Where? How often? Why?
- Use phrases like: "Tell me some more about that".

Make sure their understanding is raised so they can work out the solution for themselves in the options stage- ask, dont tell- dont give them any advice at this stage.

**O-** Options = Help them shift perspectives towards action and solutions.

- What are you doing already that's working?
- What else can you do?
- What options do you have?
- What are the costs and benefits?

Make sure they generate a list of options- If you have suggestions, offer them only after they have tried to come up with options themselves. Ask permission, "is it okay if I make a suggestion?"

**W-** Wrap-up = Gain commitment to actioned steps.

- What are the next steps to take?
- What will you do next to move forward?
- How can you keep track your progress?
- Who can support you?
- How confident are you that you can do this?
- What would make you feel confident?

(get them to rate their confidence in Action step completion from 1-10.

**Action Steps:**

- 1.
- 2.
- 3.