

The **GROW** Model (John Whitmore)

GOALS - REALITY - OPTIONS - WILL

Goal	<p>Goal setting for the session as well as for short and long term</p> <p>What do you want? (out of the session - outcome, your destination)</p>	
Reality	<p>Reality checking to explore the current situation</p> <p>What is happening now? What is the current situation?</p>	
Options	<p>Options and alternative strategies or courses of action</p> <p>What could you do?</p>	
Will	<p>What is to be done, when, by whom, and the will to do it</p> <p>What will you do?</p>	

GOALS

- What would you be happy to achieve with this session?
- What would you like to achieve in the long term?
- What are the minimum and maximum time frames that would satisfy you?
- How much personal control, or influence, do you have over this goal?
- What would be a good milestone along the way?
- What would we need to add so this goal is more worthwhile for you personally?
- What would we need to add so it is more worthwhile to the team?
- What would be an objective measure of progress? How about a subjective one?
- What should be in this goal to make it sustainable?

REALITY

- What is happening now?
- When things are going badly (as far as this issue is concerned) what is the effect on you? What is the effect on team members or your manager?
- Putting yourself in your team members' position for a moment, what do you think their experience of this situation is?
- Putting yourself in your manager's position for a moment, what do you think their experience of this situation is?
- What have you tried so far? What results did that produce?
- What is holding you back? Why?

OPTIONS

- What options do you have?
- What else have you tried/could you do?
- If you could get advice from anyone, whom might that be?
- Who may have been through something similar and could help you reflect on your position?
- If you had more time, what would you do?
- If you had less time, but still had to move forward, what could you do?
- If you were in charge, what would you do?
- What might you do if you knew you couldn't fail?
- If you had a magic wand, what would you most like to change and why?
- What personal quality could you enhance to help you?
- What advice would you give a friend if he or she had this same issue?
- What would a really good friend who knew you and your issue intimately tell you to do?

WILL

- What option(s) do you now choose?
 - When will you do it?
 - What is your first step?
 - What could block your option and what can you do to ensure it doesn't?
 - Who else is involved in your plan?
 - What do you need those people to do for you?
 - Whose support do you need?
 - What will you do to obtain that support, and when?
 - On a scale of one to ten, what commitment do you have in taking these actions? And what is preventing this from being a perfect ten, if it isn't?
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