

# Progress Review Coaching (ROW)

This adaptation of the GROW model is for applying in follow-up coaching sessions where the aim is to review and build on existing progress and strengths.

<p><b>Reviewing Progress (Reality)</b></p>	<ol style="list-style-type: none"> <li>1. <i>What successes have you had so far on this?</i></li> <li>2. <i>What did you do to get that success?</i></li> <li>3. <i>What are you pleased about?</i></li> <li>4. <i>What else? (repeat till all successes are covered.)</i></li> <li>5. <i>What have been the benefits of these successes?</i></li> <li>6. <i>Who else has noticed? What would they say has been the positive impact? (Opportunity for Positive Feedback)</i></li>   <li>7. <i>What was your goal? (set at the first coaching session on this topic)</i></li> <li>8. <i>Scale of 1-10? Where are you now?</i></li> <li>9. <i>Where were you last time?</i></li> <li>10. <i>What else has helped you progress?</i></li> <li>11. <i>Have you been higher? What was different?</i></li> <li>12. <i>What has not gone so well?</i></li> <li>13. <i>What do you learn from that?</i></li> <li>14. <i>What strengths have you used so far that will be useful later?</i></li> </ol>
<p><b>O Options:</b></p>	<ol style="list-style-type: none"> <li>15. <i>What would be the signs of a step forward from where you are now?</i></li> <li>16. <i>What are all the different ways you could get there? What other options do you have?</i></li> <li>17. <i>What else? (repeat, repeat?)</i></li> <li>18. <i>What would others say you could do? (Stipulate some key stakeholders in their situation or experts in the field)?</i></li> <li>19. <i>Which of your strengths could you best deploy here? How would you use it?</i></li> <li>20. <i>What has helped in in situations like this in the past?</i></li> <li>21. <i>Would you like some further suggestions from me?</i></li> </ol>
<p><b>W Way Forward:</b></p>	<ol style="list-style-type: none"> <li>22. <i>Which of these options would you like to commit to?</i></li> <li>23. <i>When would you ideally like to have them done by?</i></li> <li>24. <i>How confident do you feel about getting them done? 1-10?</i></li> <li>25. <i>(If needed) how could you increase your confidence?</i></li> <li>26. <i>How enthusiastic do you feel about doing these things?</i></li> <li>27. <i>What will be good about doing this?</i></li> <li>28. <i>(If needed) how could you increase your enthusiasm?</i></li> <li>29. <i>Who else needs to know about your plans?</i></li> <li>30. <i>What support could you get from others? Who else has relevant skills, knowledge, strengths?</i></li> </ol>