

## Strengths-focused coaching with GROW

This adaptation of the GROW model is for applying in coaching sessions where the aim is to focus and build on strengths and what is already working well, whilst setting a clear compelling goal.

<p><b>G Goal:</b></p>	<ol style="list-style-type: none"> <li>1. <i>What will success look like?</i></li> <li>2. <i>How will you/we measure it?</i></li> <li>3. <i>What will be good about achieving it?</i></li> <li>4. <i>When would you ideally like to have achieved it?</i></li> <li>5. <i>How confident do you feel about achieving this? (Competence)</i></li> <li>6. <i>How enthusiastic to you feel about this goal? (Energy)</i></li> <li>7. <i>(If needed) How can we increase your confidence and enthusiasm?</i></li> </ol>
<p><b>R Reality:</b></p>	<ol style="list-style-type: none"> <li>8. <i>On a scale of 1-10 where are you now, if 10 is the achievement of the goal?</i></li> <li>9. <i>What progress have you already made? How did you achieve this? What were the key elements in the success so far (identifies strengths)?</i></li> <li>10. <i>Have you ever been higher on the scale ? What was different then?</i></li> <li>11. <i>What could help you get even further with this?</i></li> <li>12. <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>13. <i>What would be the signs of a step forward from where you are now?</i></li> <li>14. <i>What are all the different ways you could get there? What other options do you have?</i></li> <li>15. <i>What else? (repeat, repeat?)</i></li> <li>16. <i>What would others say you could do? (Stipulate some key stakeholders in their situation or experts in the field)?</i></li> <li>17. <i>Which of your strengths could you best deploy here? How would you use it?</i></li> <li>18. <i>What has helped in in situations like this in the past?</i></li> <li>19. <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>20. <i>Which of these options would you like to commit to?</i></li> <li>21. <i>When would you ideally like to have them done by?</i></li> <li>22. <i>How confident do you feel about getting them done? 1-10?</i></li> <li>23. <i>(If needed) how could you increase your confidence?</i></li> <li>24. <i>How enthusiastic do you feel about doing these things?</i></li> <li>25. <i>What will be good about doing this?</i></li> <li>26. <i>(If needed) how could you increase your enthusiasm?</i></li> <li>27. <i>Who else needs to know about your plans?</i></li> <li>28. <i>What support could you get from others? Who else has relevant skills, knowledge, and strengths?</i></li> </ol>