

# The GROW model in strengths-focused meetings

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

## **GOAL**

1. What would success look like in relation to this situation?
2. How will we measure our success in a way that is specific, measurable, achievable, realistic and time framed?
3. What would be good about achieving this, for others and us?

## **REALITY**

1. Where are we on a 1-10 scale, where 10 is us having succeeded with the goal?
2. Have we been lower? What progress have we already made? How did we do that?
3. What resources do we have available to us? (time, money, people, skills, knowledge)
4. What obstacles might there be to us moving ahead?
5. When have we succeeded in situations like this in the past? How did we do it?

## **OPTIONS**

1. What would be the signs of us moving up 1 point on this scale? Where do we want to be with this by our next meeting?
2. What else? (Brainstorm?) And what else (getting multiple options)
3. Who are our key stakeholders? What would they say we could do to take a step forward?

## **WAY FORWARD**

1. Which of these actions do we definitely want to commit to? (If it is a majority decision let's vote on it.)
2. Who, what, when? - action plan
3. How enthusiastic do we feel about taking this action
4. How confident do we all feel that we can definitely get this done in the time scale discussed?

Working through this structure will give us opportunities to instigate turn-taking without interruptions, when we need to explore any important question in detail, and to gather a variety of different views.