

Reviewing the progress of a previously set goal in a strengths focused way will incorporate the ROW of the GROW model, since the Goal will already have been set at the initial discussion. The Reality stage could incorporate the following:

### REALITY

1. What successes or achievements have we had on this since or last meeting?
2. How did we achieve this? What was the impact?
3. What else?  
*(Lots of opportunities here to celebrate and explore individual and collective success and achievements. This allows an on-going process of identifying strengths, and building a common view of best practice). It also positively reinforces helpful behaviours, and builds confidence and motivation.*
4. What strengths did we show/develop in this piece of work?
5. What didn't go so well – what do we usefully learn from that? What strengths/skills/knowledge would have helped us succeed? Where do we have them in the team? How can we develop them more? Who has the best natural fit for that?'
6. Where are we now on our 1-10 scale, where 10 is us having succeeded with the goal?
7. What obstacles might there be to us moving ahead?
8. When have we succeeded in situations like this in the past? How did we do it?

*This review of progress can then move to the O and W of the GROW model shown on the previous page.*