

## GROW Model Template

### Coaching/Mentoring as a Conversation

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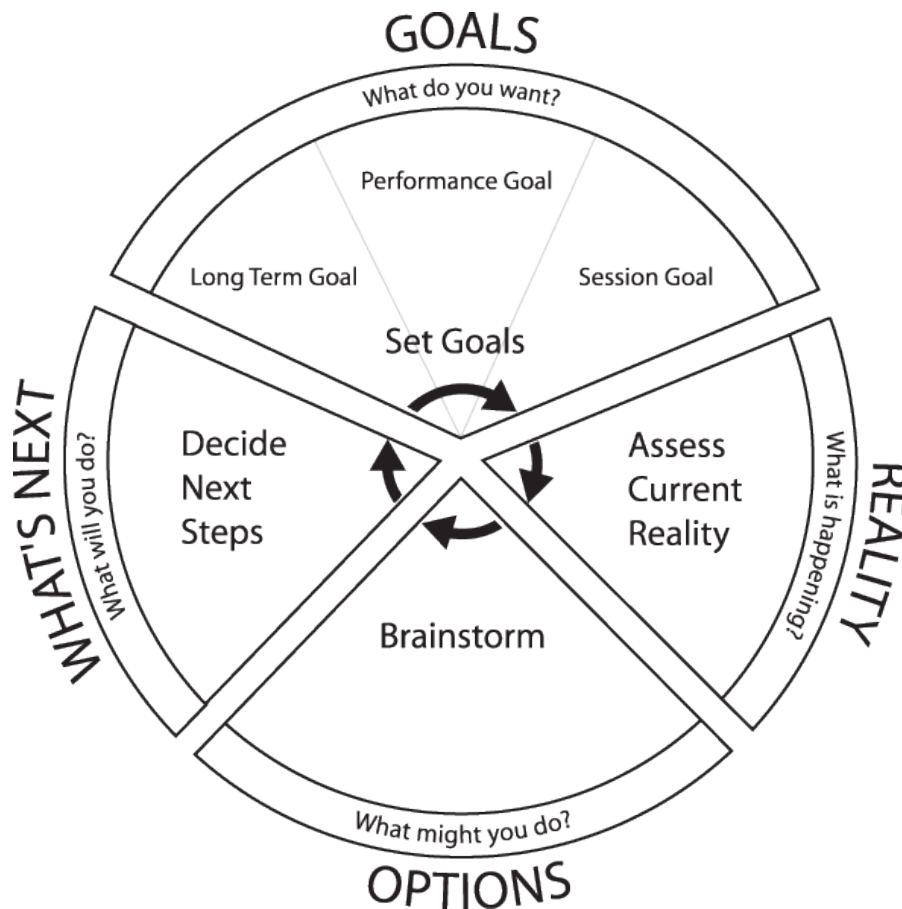
Many coaches and mentors assume that coaching conversations need to be formal structured sessions that can only occur when they have 30-60 minutes. For this reason, they may miss “coaching moments” to coach and mentor peers, subordinates, and even bosses or family members and friends.

Below is a model that can be used effectively in a casual 5-10 minute conversation.

<b>Goal</b>	What is something you have wanted to do for yourself and just have not gotten around to it?
<b>Reality</b>	What seems to be getting in the way? What is preventing you from doing it?
<b>Options</b>	What might you do to overcome these obstacles?
<b>What's Next</b>	What will you do? By when? What resources do you need? What is your level of commitment?

Cues for having these ad hoc casual conversations might be:

- “I’m so frustrated by...”
- “I just wish I could...”
- “I just don’t know what to do next.”



**Figure 1: The GROW Model**

*Adapted from the work of John Whitmore*

The GROW Model is a framework for the coaching and mentoring conversation.

It is divided into four sections:

- G**oals - What Do You Want?
- R**eality - What is Happening?
- O**ptions - What Might You Do?
- W**hat next - What Will You Do?

It begins with an exploration of the client's goals. Then the coach/mentor helps the client become aware of the current reality and helps the client explore options. Finally, the coach/mentor and protégé explore what's next. In this phase, the client and coach/mentor develop an action with goals that meet S.M.A.R.T. criteria (**s**pecific, **m**easurable, **a**greed upon and **a**ccepted, **r**ealistic, **t**ime-bound).

Name: \_\_\_\_\_

Date: \_\_\_\_\_

Goals: What would you like to talk about? Achieve? Resolve? Solve?
Long-Term Goal:
Performance Goal:
Session Goal:
Current Reality: What is happening now? What have you tried so far?
Options: What might you do? What else?
What's next: Of these options, what is your most powerful next step?

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