

GROW model

G – establish the Goal

R – examine the Reality

O – consider all Options

W – confirm the Will to act

1



Goal setting

- Which area(s) of competence would you like to focus on?
- What would you like to achieve in the long term and short term run?
- How is it going to look like?
- How would you know that you have been successful in achieving...?
- What will be working better than it is now?
- What would be your intermediate goals/first steps?
- Are these challenging enough?

2



Reality

- What is the situation right now? (Facts!)
- What is working? What is not working?
- What were the situations when this competence was needed?
- Could you tell me a story about your greatest achievements in this area so far?
- What does it tell you about your strengths?
- What strengths of yours could help you in achieving your goals?
- What are the greatest external (or personal) challenges in further development of this competence?

3



Options

- What are your preferred courses of action?
- What are the possible actions you may take to reach your goal?
- What other alternatives could you think of?
- What would happen if...you would have more energy/ self-confidence/money/time?
- What if you would start everything from the beginning, what would you do?
- If the existing limitations would be eliminated, what would you do?
- What kind of support would you need to do this – from me and from others?
- Who can help you?

4



Will

- Which steps/actions are you going to take?
- To what extent do you feel a difficulties with taking certain steps?
- What can you do to reduce/eliminate these difficulties?
- Who needs to know about your plans?
- How big is your motivation on scale from 1-10 to take these steps?
- What is that makes it less than 10; what can you do to increase your motivation?

5

