

## **GROW Model**

Agree topic for discussion Agree specific objective of session Set long-term aim if appropriate



Invite self-assessment
Offer specific examples of feedback
Avoid or check assumptions
Discard irrelevant history

Way forward
Commit to action
Identify possible obstacles
Make steps specific and define timing
Agree on support

Cover the full range of options Invite suggestions from coachee Offer suggestions carefully Ensure choices are made