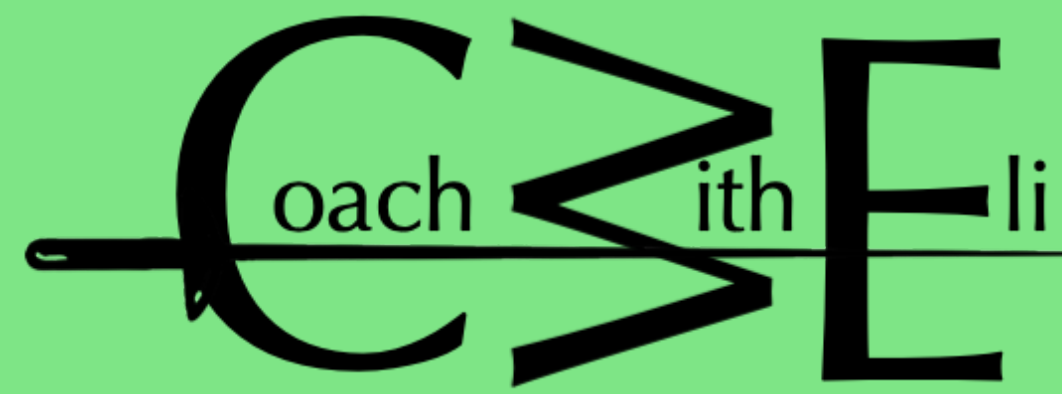
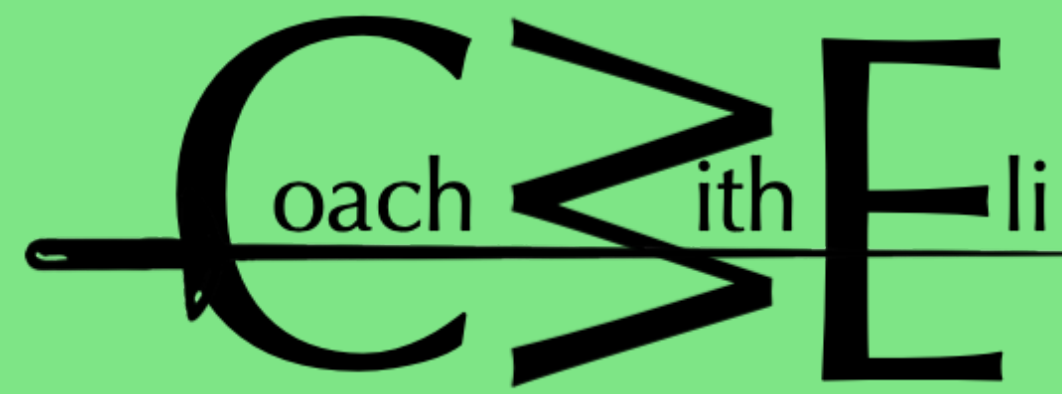


Practice Makes Perfect(er) *GROW Model*



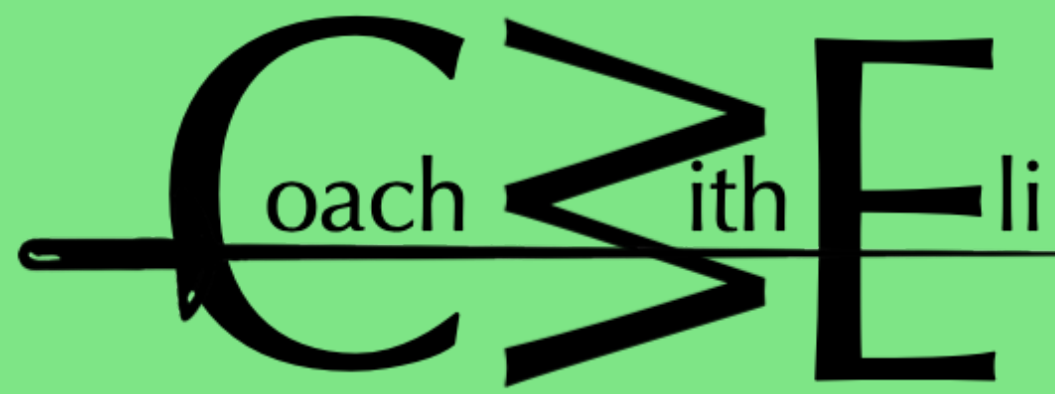
Why use the GROW Model?

- Create a clear plan of action
- Develop motivation
- Engage your client's resources
- Follow a proven format
- Coach like a professional



The Basics of the GROW Model

- G = Goal
- R = Reality
- O = Options
- W = Will

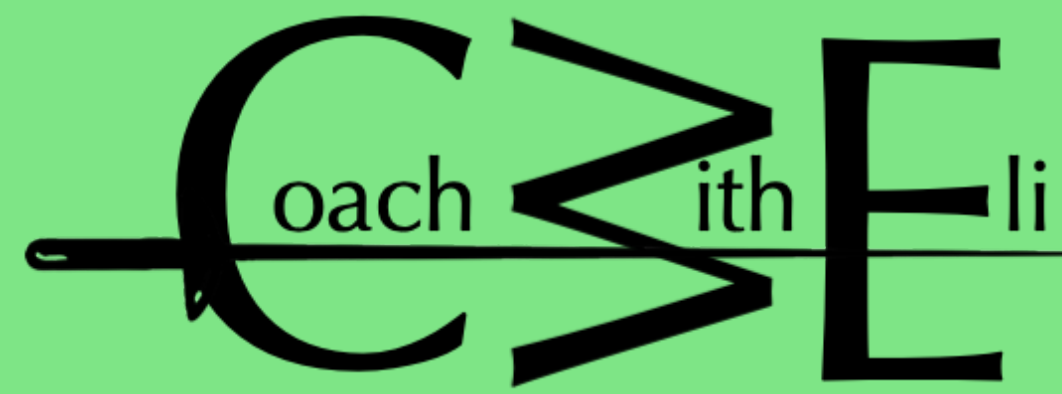


The Steps of the GROW Model

Identify a Goal

Ask questions to help your client create a SMART Goal.

- S = Specific, Simple, Self-Motivated
- M = Measurable, Motivating, Meaningful
- A = Actionable, Appropriate, Achievable, As-If Now
- R = Realistic, Responsible, Resourceful
- T = Time Bound, Toward Motivated



The Steps of the GROW Model

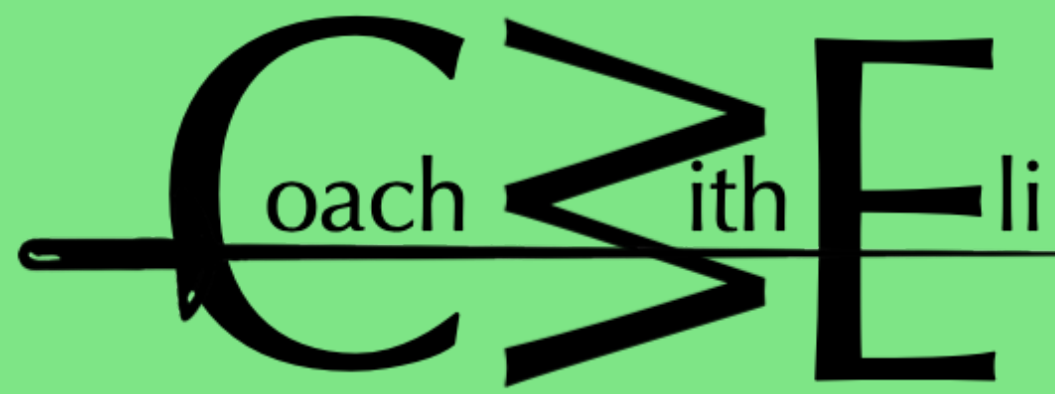
Determine Current Reality

Ask questions to help your client get real about their current reality and how they created it.

What are the specifics of their current reality? Ask clear and direct questions.

What got them here won't get them there...

So what tactics have produced their current results?



The Steps of the GROW Model

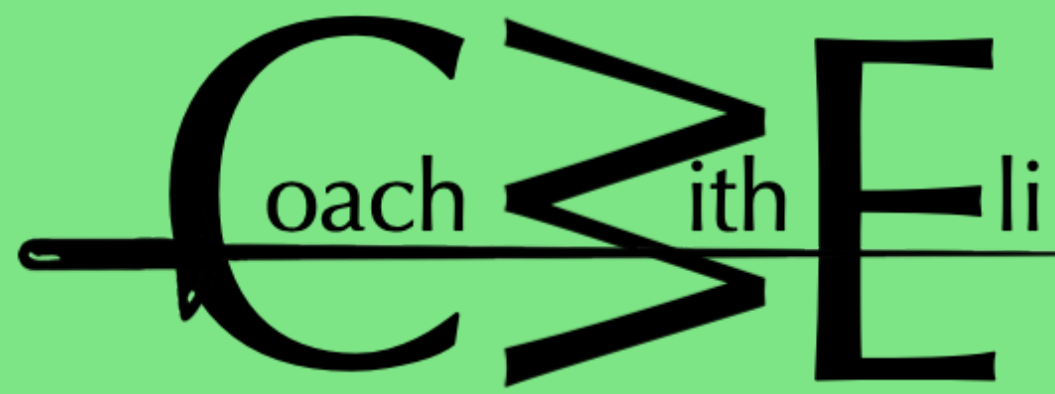
Discover Options for Moving Forward

Ask questions to help your client discover options, opportunities, and resources for accomplishing their stated goal.

The first answers a client offers are the ones they have already thought of and have likely already tried or dismissed. You must go digging for more options.

Get at least 3 new options.

Ideally get 5-10 options for success.



The Steps of the GROW Model

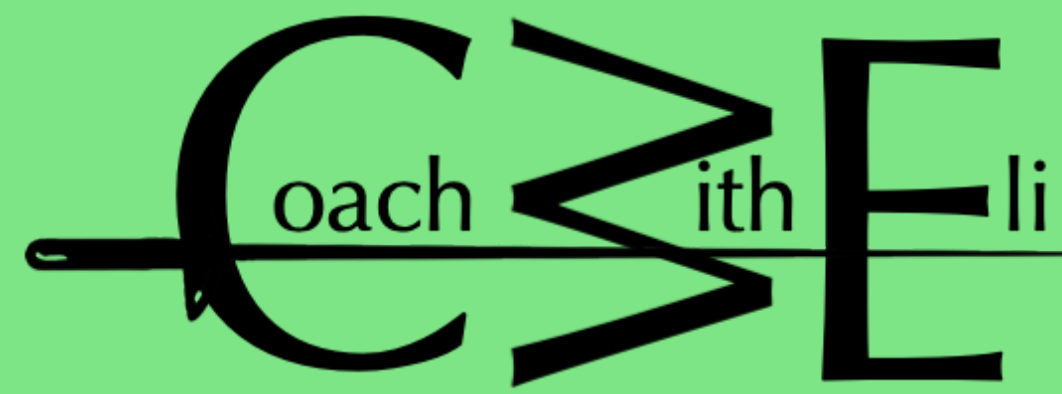
Commit to Action Steps the Client Will Take

Nothing changes if nothing changes. Action is a **MUST**.

Ask your client what Option(s) they **WILL** commit to as accountable action steps and *by when*.

Make sure the client is realistic about what can be accomplished within any particular timeframe. Help them break down action steps so they can be scheduled out sequentially.

To supercharge this step, use the Future Pacing Rewind Technique!



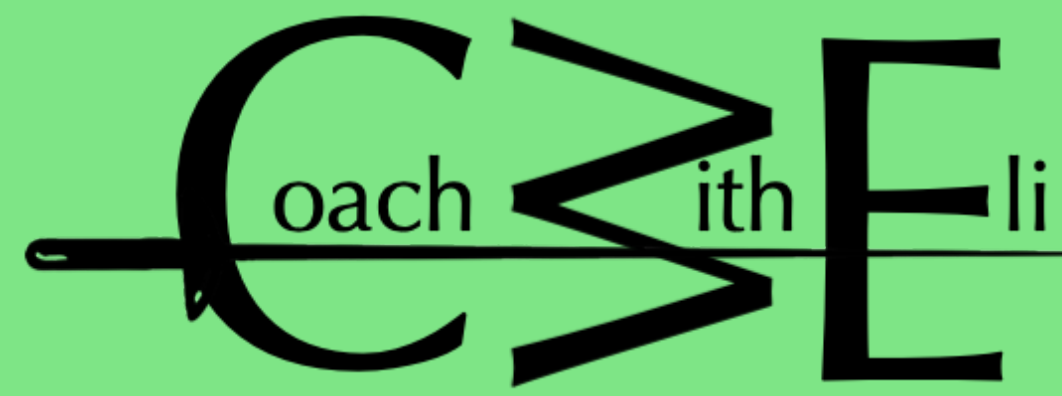
Practice

In your breakout room, practice using the GROW Model.

Client: Share a vague goal with your partner - keep it simple for this exercise.

Coach: Run the GROW Model.

Switch.



Final Thoughts

- What questions do you have?
- Write down at least 5 AHA's from today's training
- What is your feedback from today's training?
- What is your plan for implementing the skills you worked on today?