



TOPIC

Think about a challenge or an issue which you currently experience in your life, in your career or in your relationships. Maybe it is about finances, health or fitness, passion or a dream. What is this area of life that you would like to work on today?

If everything was as it should be in this area of your life or in relation to this issue or challenge, how would it be? What would be happening? Make sure it is stated in a positive way (*I am...I have... I do...; instead of I don't..., I have not..., I am not...*)

What makes resolving this challenge important to you?

GOAL

Think about the point of time when your issue or a challenge is resolved and everything in relation to it is as you would like it to be. What evidence do you observe that you've achieved your goal and resolved your issue? How do you know that you reached your destination? How can you measure your success?



What achieving your goal will help you to do or to be?

How will you feel when you achieve your goal or resolve your challenge?

What do you think is the main challenge for you in achieving your goal? What is the real challenge? What needs to be addressed?

In relation to this main challenge, what would you like to have in the end of this self-coaching exercise? (use it as a certain target to achieve in the end of the exercise)



REALITY

What is going on right now that tells you that you have an issue or a problem here?

What is missing in your current situation regarding your goal that you would like to have?

What is happening now that is positive, and you want to keep it or keep doing it to move forward towards your goal?

What is the result of the actions you have been taking so far in the direction of achieving your goal?



What lessons could you learn from these actions and their results ?

What obstacles do you foresee that could prevent you from achieving your goal?

What resources do you have that could help you to achieve the desired outcome? (skills, knowledge, people, time, money, talents, support, personal attributes)

What additional resources will you need?



Who else is affected by this goal?

How do the need to be involved?

Look back at your goal. Considering all the insights that came up because of your reality check, is the goal still seem to be relevant? Does it need any changes, any adjustments?

OPTIONS

What could you do that would move you one step closer to achieving your goal?



What else could you do, if you didn't need to explain your actions to anybody?

What would your best friend tell you to do?

What could you do if you could devote all your time to your goal?

If money were not an issue, what would you do?



How could you utilise all the resources you have to move forward?

Write down three more possible ideas that you could use to move forward?

Look back at all the options you have written so far, read them carefully and see if any spark another idea that you may consider.

WILL / WAY FORWARD

Chose one of the options that will move you forward quicker, or which is easier to do, or which is cheaper or one that most comfortable doing. What will you do? Chose it now and write it down.



Write down your precise plan of action including the date and time and expected outcome.

WELL DONE!

You have just finished your first coaching session using GROW model. What did you notice? What kind of questions were asked? What did you begin with? How did you move through the model? What did you end up with?

During your practice you will learn more questions and the most importantly you will learn to adapt them to your own coaching style and to particular situations of your clients. GROW model is not a script to follow! You will learn to improvise with it and be creative incorporating other tools and techniques to provide your coaches with the best coaching possible.

*"GROW, without the context of **awareness** and **responsibility** and the skill of questioning to generate them, has little value."*
– John Whitmore. Coaching for Performance