

SELF-COACHING USING THE GROW MODEL

Goal	What is your problem?	
Think about your issue and in your mind's eye go forward in time to when the issue is as you want it to be.	Looking to the future, what do you see that shows you have solved the problem or achieved the goal? Imagine how you feel when the issue is as you want it to be? When do you want to be in this position? You must have a time-scale in mind – next week, next month, or next year. It must be realistic. ('Yesterday' isn't realistic.) How challenging or exciting is achieving this goal? If it's too challenging, break it down into an element you can achieve within the time-scale you set. How will you know you have achieved your goal? Is there a measure you can use?	
	Outline your goal	
Reality	What is happening now that tells you that you have an issue or problem?	
It is important to know where you are now before deciding how to get where you want to go.	As well as what is happening – what is missing from your Reality that you would like to have?	
	What's happening now that is good, that you want to keep happening to contribute to achieving your goal?	
	Describe these things in terms of events, actions, behaviours, and so on, not in terms of results.	
	What have you done so far to improve things?	
	What were the results you got from doing these things?	
	How did the results compare – specifically – with what you hoped for?	
	What obstacles are in your way which prevent or hinder you from moving forward?	

	Now think back to your goal for a minute. Is it still relevant? Should you focus on one part of it rather than on all of it, right now? Should you change any of it?	
	Describe your reality	
Options If you try to think of one good idea you might fail, if you try to think of ten silly ideas, one of them might spark another thought that gives you a brilliant idea.	What could you do to move yourself just one step forward? Quickly write down SIX things you could do. Don't think, don't censor, just write. What could you do if you didn't have to explain it or be answerable to anyone? What could you do if money were unlimited? What if you could devote all of your time to this one thing, what would you do then? What could you do if you didn't have to live with the consequences? What could you do if no matter what happened everyone said 'Well done for trying'? If you went to your boss with this problem, what might they suggest? If you secretly know what you should do first, what would it be? Choose the option you prefer. If you do the one thing you've chosen, just check – will it move you forward? If not, choose something else. If it will move you forward stay with it. What is the benefit to you of doing this one thing?	
	What option have you chosen to take forward?	

Will or Way forward

Now you have your idea to move you forward, you must do something with it. This section changes an idea into action.

By when do you want to have done this one thing you've chosen?

What will you do? List the actions you must go through to complete this thing you've chosen.

How long do you think that list will take?

Should anyone else be involved in this list of things you're going to do?

If someone else should be involved, what do you want this person/these people to do?

If someone else should be involved, when will you tell them?

Should anyone else know that you'll be doing these things?

If anyone else should know that you'll be doing these things, when will you tell them?

If anyone else should know that you'll be doing these things, should telling them be your first step?

If anyone else should know that you'll be doing these things, should preparing your notes for telling them be your first step?

Whatever your first step is, can you think of anything that might stop you from doing it?

If something might stop you from doing your first step, how likely is it to stop you? If not likely, fine; but if very likely, should doing something to stop it from stopping you be your first step?

If something might stop you from doing your first step, what will you do to stop it from stopping you?

Is there anything else you need to consider before you begin this first step?

You previously wrote down how long you would need to spend on this first step. You have said when you will have it finished. Now put the two together – when will you actually start? Be specific – day, time, place. Write it in your time planner – NOW

My first step is:

I am going to undertake my first step at:

Notes	