

G.R.O.W

WITH COACHING

If you are interested in learning how to coach, the G.R.O.W. coaching model is a helpful framework that has been effective for more than 30 years.

WHAT IS COACHING:

Coaching is a conversation between you the coach and the coachee (the person being coached) focusing on helping the coachee take responsibility for identifying their own goals, assessing their own strengths and areas for development and identifying their own solutions for moving forward.



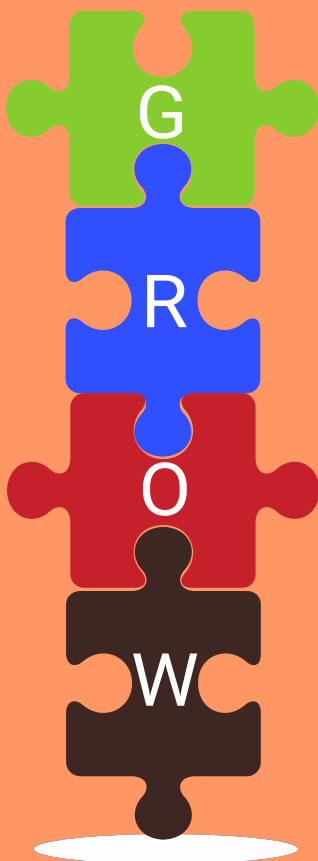
WHY TRY COACHING:

Coaching allows your team to become more self-managing and make better decisions. You'll be a better leader and have more time to work on more complex problems, driving better results.



HOW TO DO IT:

Resist the urge to tell someone what to do. Instead, listen and turn the focus from you to them by asking questions. Have a conversation using the G.R.O.W. model as a framework:



Goal

The desired end-result of the coachee.

Reality

The current state of the coachee, in relation to their goal.

Options

The different path/actions to get from current reality to their goal

Way

The chosen actions to pursue their intended goal.