

Grow model

This is the form that I used when I was training to become a qualified coach. As leaders there is an expectation for you to coach your employees and if you have never been trained, then how do you know what to do?

This tool allows you to capture on paper your short, medium or long term goals. Please make sure goals are SMART linking to your values and motivators. Ask yourself, how does this goal connect to my why?

What is the benefit to me, my team and the business of achieving this goal? Explore reality, what is the starting point? What is currently going well and why?, consider doing more of this. What is not going so well and why?, consider what needs to change and how.

Brainstorm all of the possibilities and options that you could explore that will move you one step closer to achieving your goal. Remember at this stage you are not committing to any of these options. You may want to use your mindmaps if you are struggling to generate new ideas.

Way forward - use 3 actions that you will take from your list of options remembering to write a date by when those actions will be achieved. This will demonstrate your level of motivation and commitment.

Get in touch and unlock
your potential.

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GROW Coaching Model

Goal – Remember it needs to be SMART & congruent with your values and motivators

Reality – Bullet point everything that you can think of to describe the reality

Options – Open your mind to every opportunity & capture it – you are not committing at this stage to action.

Way Forward – Choose 2 – 3 of your options that you will commit to achieve and don't forget to add a date by which the action will be achieved.