

# G.R.O.W. Coaching Model Class Tools

## WILL

The coachee decides which options they are going to apply & when

The coach helps to:

- Identify possible obstacles
- Take steps specific
- Define timing
- Agree support
- Coachee to commit to doing something

## GOAL

Defined by the coachee

The coach helps to:

- Agree topic for discussion
- Agree specific objectives for each session
- Set a Long term aim, if appropriate



**MBM**

The coachee develops some ideas to move towards their goal

The coach helps to:

- Invite suggestions from the coachee
- Offer suggestions - carefully
- Ensure choices are made

The coachee identifies the current state & how different it is to the goal

The coach helps to:

- Invite self-assessment
- Offer specific examples of feedback
- Discard irrelevant history

## OPTIONS

## REALITY