



Week Six: Holistic Coaching Strategies

G- Goals
R - Reality
O- Options
W- Will

History of the GROW Coaching Model

Created by Sir John Whitmore during the 1980's, though no one is certain that it was completely his because there were many contributors.

His book, Coaching for Performance coined its popularity.

The GROW Model: How Does it Work?

1. Coaches work with their client through the 4 stages.
2. With each step, clients learn more about their own:
 1. Dreams
 2. Aspirations
 3. Limiting Beliefs
 4. Circumstances
 5. Resources Available for Themselves
 6. Possibilities Open for Themselves
 7. Actions toward Achieving their Goals That They REALLY Desire to Take



Week Six: Holistic Coaching Strategies

The GROW Model: Goal

Goal Process

Prompt using high mileage questions, getting to their core desires.

Tap into their limiting beliefs and ties to their current circumstances. What are their roadblocks?

Goals Should Be:

Framed positively.

Challenging.

Determined by the client.

Both dream goals (desired future) and End Goals should be set.

(Think in terms of SMART Goals- Specific Measurable Attainable Relevant Timely)

Focus Question: What do you want?

Interestingly enough, many people don't know what they truly desire at their core.

High Mileage Questions:

What is your ultimate goal?

Where do you see yourself in ten years?

What current circumstances are keeping you from achieving this goal?

What is your desired result of our work together?



Week Six: Holistic Coaching Strategies

What is your passion? What makes you come alive?

What happens when you achieve your goal? How do you feel?

Additional High Mileage Questions:

What will you be saying to yourself?

How will others interact with you?

How will others respond to you?

What is different?

There are 4 types of goals:

1. Dream Goals
2. End Goals
3. Performance Goals (SMART)
4. Process Goals (SMART)



Week Six: Holistic Coaching Strategies

The GROW Model: Goal- More High Mileage Questions

High Mileage Questions for Dream Goals:

What bigger picture do you see for yourself?

If you could do anything in the world, what would it be?

How does this fit with your career goals? (or any other goals they have already set.)

How will you feel when you've gotten what you want?
(What will you see? What will you hear? Who will be there?
How will they react?)

High Mileage Questions for End Goals

What things are you already working toward?

How will this impact others when you achieve it?

How will you serve the world with this end result?

High Mileage Questions for Performance Goals

What will you be able to deliver?

What milestones will you achieve along the way?

How will you measure progress?

High Mileage Questions for Process Goals

What actions and steps will you take?

Again, think SMART Goals (Specific, Measurable, Attainable, Relevant, Timely)



Week Six: Holistic Coaching Strategies

The GROW Model: Reality

1. Evaluate with the client: How have the current circumstances been acted upon so far?
2. Find out: What kinds of results have been gotten with previous attempts?
3. Determine any road blocks to success and seek any understanding surrounding the present situation. Is there anything stopping or limiting growth? How are they dimming their own light?

High Mileage Questions for Reality:

What are your current circumstances?

How important is achieving this goal?

How do you feel about where you're at right now?

What are the burdens you currently feel?

On a scale of 1-10, how close to being happy and satisfied are you in this area?

What actions are you currently taking to move toward achieving this goal?

What actions do you take that hinder you in making progress?

How does this area affect your overall life?



Week Six: Holistic Coaching Strategies

The GROW Model: Options

1. Discuss what other options exist with the client. Are there any other possibilities?
2. Find and Assess additional strategies and plans of action. Is there anything better that is also appropriate? (For example, when the goal is to lose weight, perhaps instead of eliminating all “bad foods,” the client could choose to add in healthy alternatives.)

High Mileage Questions for Options:

What ideas do you have for this?

What can you do?

Who could help you?

What additional information do you feel that you need?

If you could try anything else, what would that alternative option be?



Week Six: Holistic Coaching Strategies

The GROW Model: Will

What Will you do?

1. Create a summary for your client. This needs to include all understandings/learning and which changes are necessary for the achievement of goals.
2. Provide client with a plan of action. This should include:
 1. Action steps.
 2. Possible obstacles (with agreed- upon solutions when possible)
3. Determine the accountability methods.

High Mileage Questions for Will:

What will you do?

How will you achieve your goal?

Is there anything you desire or need before beginning?

How will we measure progress?

Who will you speak with for support?

How committed are you?

What do you need to happen for you to fully commit?



Week Six: Holistic Coaching Strategies

The GROW Model: What's Next?

1. You will likely revisit this process with clients many times. You can come back to any step at any time. This is great because it helps refresh the client's enthusiasm and re-focus.

Additional High Mileage Questions for Transformation

Who do you want to be?

What do you need to believe in order to have the life you want?

What is your soul calling for?

What would your life look like if you weren't afraid?

What is it like being you when you are not judging yourself?

Ask your inner child what can I do for you today?

What is your body calling you to do differently?

What am I not giving?

What am I not allowing myself to receive?



Week Six: Holistic Coaching Strategies

Journal:

The GROW Model: Reflect

What do you see being the most challenging part of taking a client through this process? What will be easy for you? What do you need to do in order to be ready to coach someone using the GROW model?