



The T-GROW Model of Coaching

T - Topic: This stage is designed to be separate and distinct from the goal, which comes later in the process. Rather, it is the means by which the coach can have the coachee focus on one specific area that needs attention; to define the scope and scale of the issue and to put it into the context of the greater whole. Clarity and precision on the exact issue are vital.

G - Goal: Defines the preferred or desired outcome of a resolution to the issue defined in the 'topic' phase. This can be broken down into different areas; long-term, medium term, short term, for this session. The goal can seem concrete but the reality is that they are organic and can shift during the sessions

R - Reality: Where are we now in respect of the focal issue? Where are we in respect of the desired outcomes (goals)?

O - Options: What are the coachee's options in moving forward towards the goal or outcome? Wildcard or out of comfort zone options should be teased out. Engaging with the coachee's creativity to find innovative or leftfield possibilities can sometimes reveal new routes to success. If you always do what you've always done....

W - Way forward: Once the coach and coachee have explored some options and discarded the impossible or impractical it's time to decide on the way forward. The coach should be willing to hold the coachee accountable for his or her actions, so an exact timeframe is important. To smooth the way it might help if the coach can remind the client that the whole can be undertaken in many small steps, so the way forward might mean one simple task being accomplished in a set time, with further clearly defined actions to follow from there.