

The GROW model provides a useful structure for coaches to help their coachees move forward in tangible ways in whatever area of their life -- work, relationships, personal growth -- in which they wish to move forward). The GROW model can be very effective with guiding accountability discussions. The elements of the GROW model can help focus the discussion for defining accountability, and it can be an incisive tool for helping individuals who are interested in growth identify goals and ways to meet those goals.

The GROW model was developed by John Whitmore in *Coaching for Performance: the Principles and Practice of Coaching and Leadership* and identifies four areas of focus for moving forward in a positive direction. Listed below is a summary of the model along with questions coaches often raise during each step:

GOAL: WHERE ARE WE HEADED?

- How can I be most helpful to you today? What do you need to get the most out of this conversation? What role do you need a listener or advisor to play?
- What topic should we concentrate on during this session?
- What is the one topic on which we could focus today that will have the most impact on moving you forward in a meaningful direction?
- What are the issues that you face today?
- What are the most important items that are holding you back, giving you grief, or sapping your energy?

REALITY: WHERE ARE WE STARTING FROM?

- Tell me about your current situation. Describe it as honestly as you can, yet as objectively as possible.
- What are the difficulties that you face? Name the obstacles and how each is impacting your attitude.
- How are you resourcing yourself around this issue?
- In what ways have you sought to gain advice or consult expertise to work through this issue?
- What is your biggest area of discomfort about this issue?
- What is the one thing that is causing you the most stress and anxiety?

OPTIONS: HOW CAN WE GET THERE?

- Tell me what you think are some options for a solution. List them, without preemptively dismissing possibilities.
- What else? Probe more deeply around all angles of the issue. What are you missing? What other options might present themselves as you take on other perspectives?
- If there were no obstacles (like money or people) what else would you consider? If all options were possible, what would be the best path forward? (And having considered that, is it possible to choose an option that you perceived as not an option?)

WILL: WHAT ARE YOU WILLING TO DO? WHAT WILL IT TAKE TO GET THERE?

- What do you need to do this? Having decided to move forward with a defined strategy, what are the specific things you will need to make it happen?
- How will you prioritize your options? How will you decide what needs to be done first and what can wait until further in the process?
- What one thing can you accomplish this week that will move you in the right direction? Commit to taking that action fearlessly. How can I pray for you this week?

