

GROW Framework

Coaching framework to support people to do their best.

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Coaching vs Mentoring

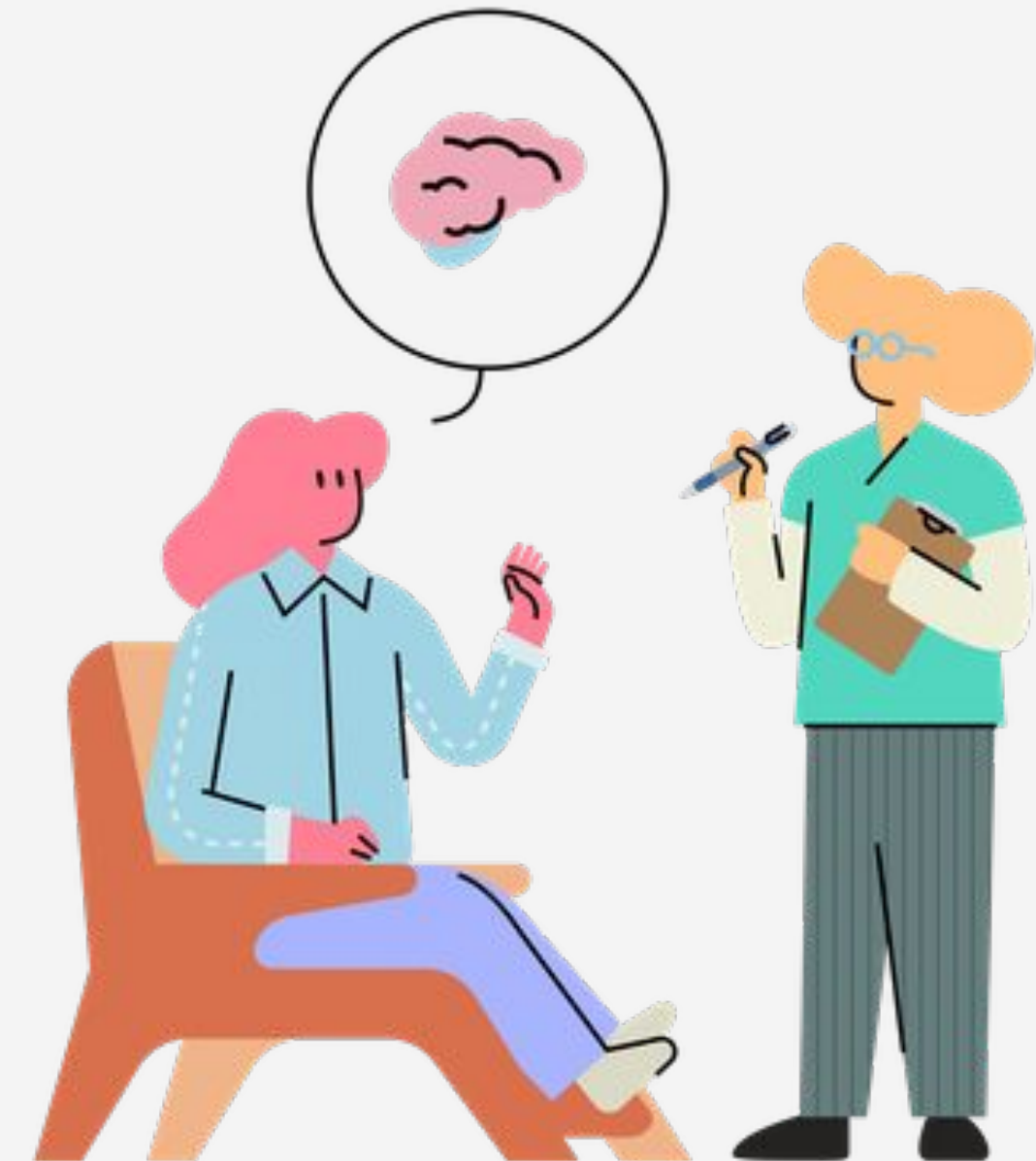
Coaching and mentoring are often used synonymously, but they are very different.

Coaching

A coach will explore possibilities by asking challenging questions and thereby providing guidance to help another reach their full potential.

Mentoring

A mentor is teaching from experience, knowledge or skills to help another to develop and grow.



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Coaching for performance – by Sir John Whitmore



Goal

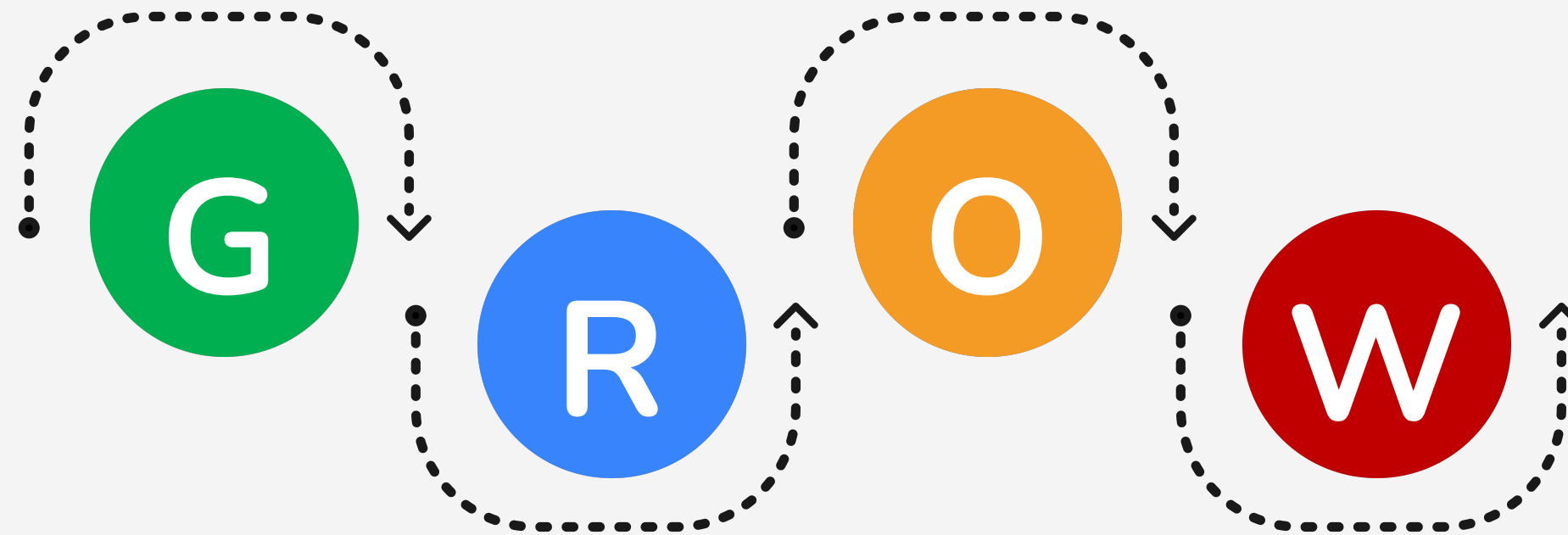
Reality

Options

Will

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1 - Goal

What do you want
to achieve?

2 - Reality

Where are you
now?

3 - Options

What options do you
have?

4 - Will

What will you
do?



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Goal

What do you want to achieve?

- Definition of goal: How will you know you achieved this goal?
- Make sure that the goal is SMART: Specific, Measurable, Attainable, Realistic, and Time-bound.



Reality

Where are you now?

- What is happening now - what, who, when and how often?
- Fully consider the starting point. What resources do you have to help you?



Options

What could you do?

- What are potential obstacles in the way?
- Which options could bridge the gap from reality to goal?
- Which obstacles are stopping you from getting where you want to be?



Will

What is the plan?
What will you do now?

- Commit to specific actions in order to move towards the goal (action plan).
- Decide on a date when you review the progress in order to provide some accountability.



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