

GROW COACHING MODEL TEMPLATE

This checklist enables you to record the coaching process using the GROW model. It helps you to monitor progress and keeps a record of the goal and commitments the coachee has made.

GROW Model Stage	Coachee Final Notes
<p>Goal - is the end point that the coachee wants to achieve. The goal must be SMART so that the individual knows when it is attained.</p>	
<p>Reality - is where the coachee is now. This requires the current issues and the challenges to be stated. Then an assessment of how far the coachee is away from their goal can be made.</p>	
<p>Obstacles/Options – first the obstacles stopping the coachee attain their goal need to identified. (Without any obstacles the goal has already been attained!). Then the coachee needs to come up with different 'options', ways to deal with them.</p>	
<p>Way forward – once the coachee has defined their options they can then devise the necessary action steps required to meet their goal.</p>	