

# Self-Coaching GROW Exercise

The GROW coaching model is so effective that you can even use it to coach yourself. Give the following activity a try. First, think about something you would really like to achieve or perhaps resolve at work. Then write down your answers to each of these questions:

## GOAL

1. What would you like to work on?
2. What would you like to have after answering this set of questions (eg, a first step/strategy/solution)?
3. What is your goal related to this issue?
4. When are you going to achieve it?
5. What are the benefits for you in achieving this goal?
6. Who else will benefit and in what way?
7. What will it be like if you achieve your goal?
8. What will you see/hear/feel?

## REALITY

9. What action have you taken so far?
10. What is moving you toward your goal?
11. What is getting in the way?

## OPTIONS

12. What different kind of options do you have to achieve your goal?
13. What else could you do?
14. What are the principal advantages and disadvantages of each option?

## WILL

14. Which options will you choose to act on?
15. When are you going to start each action?
16. How committed are you, on a scale of 1–10, to taking each of these actions?
17. If it is not a 10, what would make it a 10?
18. What will you commit to doing? (*Note:* It is also an option to do nothing and review at a later date.)