

WHAT IS THE

GROW

MODEL?



Your simple 4-step guide to a highly effective goal, planning, and execution tool.

GOALS



What is it that you want?



How will you know you've got there?



What will this give you?

Eg: Run 10km in 6 months time.

MORE SAMPLE QUESTIONS

1. What do you want to accomplish?
2. What are you trying to do?
3. How do you know this goal is worth achieving?
4. How will you (and I) know when you achieve it?
5. How will you know when you have reached the result you want?

REALITY



Where are you right now?



What challenges have you overcome?



What have you learnt?

Eg: My only current exercise is walking to and from the train.

1. What is really going on, as you see it?
2. How do you know this is accurate?
3. What's happening now?
4. Where do you find yourself at this time?
5. What solutions have you tried?
6. What worked? What didn't?

OPTIONS



How might I achieve this?



How would I do it if I had no fear?



What is possible? (Consider all possibilities.)

Eg: Read a book on running, plan running time, network with runners.

1. What alternatives do you have now?
2. What are the possibilities in front of you?
3. Which choices do you have at this time?
4. What have you seen work in similar situations?
5. If constraints were removed, what would you do?
6. What else do you need to consider?
7. Who might be able to help?

WILL



What will you definitely take action on?



When will you take action?



How will you feel when you take the action?

Eg: Schedule running time in the diary, increasing distance each week.

1. What can you do now?
2. What are your next steps?
3. What will it cost you if you don't take action?
4. What might get in the way?
5. If constraints were removed what would you do?
6. Who needs to know?
7. How much are you likely to pursue the direction you're targeting?
8. What will it take to get moving towards your goal?