TGROW Coaching Model

1. Target

What is the main thing to be achieved through coaching?

- What would you like to achieve through the coaching process?
- What could we discuss that would have most impact on what you want to achieve?
- What are your reasons for wanting to explore this topic?

2. Goal

What is the goal for the session today?

- By the end of our time together what do you want to have achieved?
- When we finish today what outcomes do you want to go away with?
- What would be a valuable outcome for you today?
- What would make today's session a success for you?

3. Reality

What is the current reality of the situation?

- What is the current situation in relation to your goal?
- What is happening at the moment for you?
- How are you thinking / feeling about the situation?
- What has worked / not worked for you?
- Who else has been involved?
- How is the situation affecting you?

4. Options

What could happen?

- What could you try?
- If you could try anything here what might it be?
- If you had an ideal wish list of possibilities what would be on it. (Examine these and look to get them to adapt to current situation)
- What if you had no limit on resources, how would that affect your thinking or actions?
- If you knew the answer to this what would it be?

5. Will

What one small action will be taken before the next session?

- Where is the best place to start?
- What are your first actions or steps?
- Who can support you in this?
- On a scale of 1-10 how confident are you with achieving your actions?
- What would take this closer to a 10?

