

G.R.O.W. Coaching and Development Model

G	GOAL	Definition of overall goal; Goal of session Achievability of goal (SMARTI)
R	REALITY RESOURCES	How has the problem devoeloped? What are symptoms of the problem? Where does the coachee stand today?
O	OBSTACLES OPTIONS	What are potential obstacles on the way? How much influence does the coachee have in overcoming them? Which ideas could bridge the gap between R and G?
W	WAY FORWARD / WILL / WRAP-UP	What are the next steps (action plan)? How is the coachee's motivation? How can the conversation be summarized?