

GROW Model

GROW model – an acronym representing four essential steps for achieving growth:

- Set the **Goals**
- Understand one's current **Reality**
- Explore **Options** (Or Overcome **Obstacles**)
- Commit to a plan or **Way forward**



GROWing in Action

State the Goal

- Your answer to the reflection question.

Explore Reality:

- What's important to you about this?
- What have you tried so far?
- How is that working for you?
- What strengths can you utilize in making this change?
- What is getting in the way?
- What else?

Consider Options:

- What are your options moving forward?
- If you had all the resources you needed, what action would you take?
- What information do you need to move forward?
- What is a first step you can take?
- What if you hit a roadblock?
- What can you try?

What is the Way forward?

- What actions will you take? By when?
- How will you know that you've succeeded?
- Who do you have to support you?
- How will you hold yourself accountable?

Group Coaching Instructions

Group coaching in breakouts of 3 people (20 minutes total):

- Person with the birthday closest to January 1 will go first and answers, *“How I need to flex be more effective as a leader at Codman is”* **(2 min.)**
- Colleagues take turns asking coaching questions using GROW model **(4 min. total)**
- Person summarizes their commitment **(1 min.)**
- Roles switch

NOTE: In future sessions, we will ask you to share your commitments in the group session.