

The GROW Model

- **G**oal
 - What do you want?
- **R**eality
 - Current situation?
- **O**ptions
 - What could you do?
- **W**ill
 - What will you do?



- Recycle to achieve your goal

Goal

- What's important to you when it comes to 'x'?
- What will reaching the goal give you? How will you feel?
- What do you want to achieve by 'x'?
- How will you know you've reached your goal?
- How will you know the problem has been solved?

Reality

- What's happening to you now? And with whom and how often?
- What is the result of that?
- What obstacles are in your way?
- How has 'x' become a problem and what are concrete examples of this problem?
- Where/ in what contexts or situations has 'x' NOT been a problem?
- How do you manage to fail/make it a problem? Teach me how to do it.
- What/who is on your side? Resources/people/support etc.
- What are the defining factors? What can make the difference?
- What have you done so far?

Options

- What else could you do? What other ways could you do things?
- How would this change things? What would be the outcomes and benefits?
- Imagine you already reached your goal. How did you do it?
- What if your obstacles weren't there anymore?
- What else do you need to reach your goal? Where can you get it?
- Which criteria will you use to evaluate this option?
- What are the pros and cons of this option?

Will/Way Forward

- What exactly will you do to reach your goal, and when?
- Which of these options will you take?
- What concrete step can you take NOW?
- What steps come after?
- Are all obstacles taken into account?
- How will you overcome your obstacles?
- How motivated are you, on a scale from 1 to 10, to go for this option?
- What do you need to have a 10? Where can you get it?
- How can your surroundings support you?
- Will this plan get you to your goal?
- Will it solve the underlying problem, too?