

PURPOSE

Basic GROW helps you to learn to apply the foundational coaching skills in a conversation. You can also utilize the Basic GROW to in one-time coaching conversations

S.M.A.R.T.

Specific • Measurable • Attainable Goal • Relevant/Reality • Time-Specific

T

TALK

Small Talk

O

OBJECTIVE

Focus of the Conversation

▶ *What do you want to talk about during our time today?*

Ask open questions to generate a fuller picture of the topic

G

GOAL

Agenda Conversation

▶ Brief summary of topic in conjunction with asking: *What do you want to accomplish by the end of our conversation today?*

The client answer becomes the big "A" Agenda

Clarify the Agenda

▶ *You want to ... by the end of our time today*

▶ NEXT POSSIBILITIES

- Define terms
- Say more ...

Explore the Goal

▶ *Describe your ideal ... [Vision-picture]*

▶ NEXT

- Summarize and validate client's ideal, allowing client to respond.

Currently

▶ *Where is ... currently?*

Often not necessary to ask this question.

▶ NEXT

- *Anything else you want to add?* If client adds more, talk through.
- Summarize in conjunction with asking: *What are the greatest challenges ...?*

▶ NEXT

- Follow-up response by talking through any challenges .

Summarizing
Endorsing
Paraphrasing
Validating
Perspective
Metaphors
Acknowledging

R

RELEVANT/
REALITY

O

OPTIONS

W

WALK

Currently (cont)

▶ NEXT

- *What makes the ... important?* [Connect to the outcome]

▶ NEXT

- Follow up comment using any of the skills in the block that are most beneficial to the client.

Options

▶ *When you think about ..., what could be the first steps in making that happen?*

▶ NEXT

- *What other ideas come to mind?*
- *Anything else?*
- If client continue to ponder actions, ask: *Something else you want to add?*

▶ NEXT

- Summarize client ideas and allow client to respond.

▶ NEXT

- *Where are you now in comparison to where you were at the beginning of our conversation?*
(Ask following client gaining insight and progress toward the desired outcome.)

▶ NEXT

- Validate progress.

Time-Specific Action Steps

▶ *What particular actions do you want to take to move forward?*

▶ NEXT

- *Anything else?*

▶ NEXT

- *What time frame will you have the action steps completed?*
- *What are your thoughts on the attainability of the action steps?*

▶ NEXT

- Validate or talk through if client is unsure of attainability.

▶ NEXT

- *We have about five minutes left in our time. Is there anything else you want to add to the conversation?*

▶ NEXT

- Validate or acknowledge client's response.

▶ NEXT

- Paraphrasing and summary of client's progress and connecting it to the "big A" agenda, and then asking: *What are you taking away from our conversation?*
- If there has been a significant degree of self-awareness, ask: *What have you learned about yourself?*

Summarizing
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