

Phoenix Leadership Experience

GROW MODEL



Goal

What do you want to accomplish? How will you know when it is achieved?

Reality

What's happening now in terms of the goal? How far am I away from the goal?

Options

What options do I have to resolve the issues or obstacles?

Obstacles

What is standing in the way – Me? Other people? Lack of skills, knowledge, expertise? Physical environment?

Way Forward/Will

Which option will I commit to?

Source: Coaching for performance