Using the GROW Model to Achieve Your Goals

Introduction

Looking at your coaching journey as a series of stages is a powerful way to establish your path forward and structure the process of setting and achieving your goals.

Use this exercise to implement the GROW Coaching Model, a framework that will help you set and achieve your goals.

This worksheet will help you identify, analyze, and clarify four important elements of the process ahead using the GROW Model. It is divided into four sections, each of which corresponds to a step in the GROW framework:

- **Goals:** The specific outcome you want to achieve
- **Reality:** Your current situation, including any challenges, limitations, and obstacles that may be preventing you from achieving your goal
• **Options**: Potential solutions or strategies for achieving your goal, including resources or knowledge that can help you along the way

• **Will**: A plan of action and establish specific steps to take to achieve your goal.

First, identify something you would like to achieve in your life, career, or another domain of importance to you.

Next, write down your answers to the questions in each section, interpreting them in the way that seems most suitable to you.

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**Goals: What Do You Want To Achieve?**

There are different types of goals you may have depending on your current focus and how far you look into the future.

Answering the questions in this section will help you clarify your answers to the question: *What goal do you want to achieve?*

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What life domain would you like to work on?

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With this domain in mind, what specific goals do you want to achieve, and in what time frame?

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How will achieving this goal impact your life and those around you?
What consequences do you anticipate if you do not achieve this goal?


What do you hope to have after completing this worksheet (e.g., a first step/decision/strategy/options/plan)?


Reality: Where Are You Now?

In this section, you will explore your current situation and the existing barriers that prevent you from achieving your goal.

These prompts aim to help you answer the following question: Where are you right now?

Describe what has been happening in your current situation.


What have you tried so far to achieve your goal, and what were the results?


What actions or events are moving you toward your goal?


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What roadblocks or challenges are preventing you from achieving your goal?

How might others describe your situation differently?

Is your goal still realistic, in your opinion?

Options: What Possibilities Will Move You Forward?

Now, you will consider what resources you have available and actions you could take to move you forward.

These prompts aim to help you answer the following question: *What possibilities will move you forward?*

If you were to pursue your goal, how might you go about it?

What else could you do to achieve your goal?
Do any of these possibilities interest you enough to explore further?

What advice would you give someone else with the same goal as you?

If you could involve others, what resources could they provide to assist you?

What would you do if anything were possible?

**Will: What Will You Do?**

Now that you've explored your options, you're ready to commit to specific actions and deadlines. You'll take accountability for your commitments and determine how you can evaluate your progress.

The questions in this section will help you answer the following: *What will I do?*
What is the first step you will take, and when will you take it?


How will you go about it, specifically?


On a scale of 1 to 10, how motivated are you to achieve your goal?


What needs to happen for your motivation to move closer to a 10?


What obstacles might get in your way?


How might you overcome them?


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