

In a nutshell

This feature covers the key principles of the GROW model and provides some strategies you can use in your practice. This resource can be photocopied and used as a revision tool or a prompt for discussion with your peers.

The GROW Model

This is a simple model for assisting others to set realistic development goals. It is based on the following elements:

GOAL	What things do you want to work on? What do you want to achieve in this subject? What would be the perfect outcome for you?
REALITY	How would you rate your current progress/situation? What skills and knowledge have you gathered so far? What is working well/less well at the moment?
OPTIONS	What could you do differently? What else could you do? Give me three potential options . . .
WAY FORWARD	Which of these options will work best for you? Who can provide support in achieving these goals? What actions will you take now?

Putting it into practice

Ask, don't tell.
Use questions to elicit information.

Practise active listening. Let the learner do the talking.

Use paraphrasing to test your understanding of the story.

Explore all the options for a way forward.

Get commitment to agreed goals.
Write them down!

Explore blind spots through the use of questions and examples.

Use metaphors to illustrate ideas or provide examples.

Source: Whitmore (2003).