

Goal-Setting with G.R.O.W.



A workbook designed for you to create and
achieve your goals

Your Goal

Welcome to the beginning of your goal-setting journey! Here, we'll embark on a structured exploration of your aspirations using the GROW model. Before we delve deep into strategies and action plans, let's start at the very beginning: understanding your goal. To do this, we'll kick things off with some essential questions.

What goal would you like to achieve?

Why do I want to achieve this?

What will success look when achieve this goal?

Grow Model

The GROW model uses a structured approach to guide you through a goal-setting process of the identified obstacles and create solutions before you start. The acronym "GROW" stands for Goal, Reality, Options, and Way forward, each representing a phase in your goal.

G

Goal: This phase involves defining what the individual wants to achieve. It's about setting a clear and specific objective for the conversation and, in the broader sense, for a longer-term aspiration.

R

Reality: Here, the individual is encouraged to explore the current situation. What is happening now? What challenges are being faced? It's a deep dive into understanding the present circumstances and any obstacles that might be in the way.

O

Opportunity: In this phase, the focus shifts to brainstorming potential strategies and solutions. What could the individual do to reach their goal? It's about generating a variety of possible actions without committing to any particular one just yet.

W

Way forward: This is the commitment phase. Based on the options discussed, what will the individual actually do? It involves creating a specific action plan, setting timelines, and ensuring there's a clear path forward towards achieving the set goal.

When using the GROW model, you're not just setting goals; you're crafting a comprehensive roadmap that navigates from your current reality to your desired future. It's a strategic approach that ensures clarity, feasibility, and commitment at every step of your journey. By embracing this model, you're positioning yourself for success.

GOAL

Now, let's fill out the GROW model. We'll begin by using the goal you outlined on page two. This will serve as our foundation. From there, we'll assess your current situation, brainstorm strategies, and then commit to a clear action plan. This method ensures we address every aspect of your goal systematically and effectively.

G

What do you want to achieve?

How will you measure or track your progress?

How realistic is this goal given your current resources and circumstances?

How does this goal align with your broader objectives or personal values?

By when do you aim to achieve this goal?

Reality

In this section, we'll take a look at your current situation. Understanding where you stand is crucial in charting a path forward. By assessing the challenges, resources, and perceptions that shape your present, you'll gain clarity and insight, setting a strong foundation for your goal-setting journey.

R

What is the current situation and how did you arrive here?

What challenges or obstacles are you currently facing in relation to your goal?

How does your perception of the situation align with others' perspectives?

What resources or assets do you currently have that can aid in achieving your goal?

What underlying assumptions or beliefs that might be influencing your view of the current reality?

Opportunity

Let's unleash the power of possibilities. Every goal has multiple paths leading to it, and here, we'll brainstorm, imagine, and consider all potential strategies. By widening our horizon and thinking outside the box, we'll identify various avenues to reach your objective. Let's dive into the realm of options and discover the best routes tailored to your aspirations.

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What are the different approaches you could take to reach your goal?

Which of these options have you tried before, and what were the outcomes?

Which of these options have you tried before, and what were the outcomes?

How do the potential benefits and drawbacks of each option compare?

Who or what could assist or provide insights as you explore these options?

Way Forward

As we transition into the last section, we're shifting from exploration to action. Having understood your reality and explored various options, it's now time to commit to a clear path. This is where your aspirations take shape and become actionable plans. Let's determine the steps you'll take, ensuring that every move aligns with your ultimate goal.

W

Based on the options discussed, which specific actions will you commit to?

What milestones will indicate your progress towards your goal?

How will you address potential challenges or obstacles that might arise?

Who are you going to ask to support or assist you as you embark on this path?

By what date or timeframe do you aim to achieve each step or milestone?

Coaching Goals

You've navigated the GROW model, from pinpointing your goal to plotting your path forward. This page consolidates your insights and commitments, providing a clear roadmap for action.

Defined Goal:

Current Reality Snapshot:

Way Forward Action Plan:

Accountability & Support:

Reflecting on your GROW journey, how do you feel? Remember, if you seek further guidance or personalized coaching to elevate your success, I'm here to assist. Together, we'll transform these goals into realities.