

The GROW Model

G

•What is the **GOAL**?

R

•What is the current **REALITY**?

O

•What are the **OPTIONS**?

W

•What is your **WILL**?

The GROW Model is a simple, action-oriented approach you can use for thinking about and planning for the future in your work life, career, and much, much more (just ask different questions).

GOAL

Think about the goal you want to achieve:

- ' **How does the goal fit within your current work and career objectives?**
- ' **Is it part of a larger goal?**
- ' **How do you want your life to be – you may want to think holistically about your whole life, as work is only part. Consider:**
 - ' How and where you want to be living.
 - ' What you want to be doing.
 - ' What relationships you want in your life.
 - ' What do you need to earn?
 - ' What are your constraints and responsibilities?
 - ' What are the things that you desire or aspire for?

REALITY

It's really important that this step is explored in detail, as you need to fully understand clearly your start point and information can be missed, which can hinder you achieving the GOAL.

- ✓ **What is happening now?**
- ✓ **What other factors are relevant?**
- ✓ **Have you taken any steps towards your goal already?**
- ✓ **Does achieving this goal conflict or impact on any other goals?**
- ✓ **What is holding you back?**

OPTIONS

Next it's important for you to explore options.

- **How do you get from where you are now, to where you want to be?**
- **What inspires and motivates you?**
- **What else could you do?**
- **What if this or that constraint were removed? Would that change things?**
- **What are the advantages and disadvantages of each option?**
- **What factors or considerations will you use to weigh the options?**
- **What do you need to stop doing in order to achieve this goal?**
- **What obstacles stand in your way?**
- **What do you need to plan for?**

You may want to seek others' perspectives to help you consider all routes.

WILL

Now it's time for you to commit to specific actions in order to move forward. Questions to help you here include:

- What are the next steps, and by when?
- What else will you do?
- What could stop you moving forward? How will you overcome this?
- How can you keep yourself motivated?
- When do you need to review progress? Daily, weekly, monthly?

On a scale of 1-10, 1 being very low and 10 being very high, how motivated are you by your plan?

**AND THEN KEEP REVIEWING AND MOVING FORWARD
TO YOUR GOAL!**