

CAREER COACHING WITH THE GROW FRAMEWORK

The GROW model is a proven methodology in which a coach/supervisor asks their client/employee targeted questions to help them identify clearly defined goals and create an action plan to move forward. The model's open-ended questioning allows employees to explore new possibilities and cultivate a growth-mindset. It is one of the most popular coaching models for problem-solving, goal setting, and career development.

The GROW model - and coaching in general - is so effective because it empowers employees to develop their own solutions. Your role, as a supervisor and active listener, is to prompt these solutions by asking the right question at the right time. Resist the urge to offer advice or guidance right away; hold space for your employee to think. Consider using some of the questions below as part of your coaching process.

STEP	PURPOSE	QUESTIONS TO CONSIDER
GOAL G	<p>Help your employee establish a clear GOAL.</p> <p>Consider using the SMART Goal format, as it is critical to be able to identify criteria for success and when the goal has been achieved.</p>	<ol style="list-style-type: none">1. What does career success look like to you in the next year?2. What recent projects have been more satisfying or interesting to you?3. What strengths do you want to build on?4. What skills will it take to be successful in a future role you see yourself in? How will you acquire them?5. What partnerships or networking will be required for your success?
REALITY R	<p>Help your employee determine their current REALITY.</p> <p>Assist them in developing awareness of their current situation. How far are they from their goal? Be curious and avoid blame.</p>	<ol style="list-style-type: none">1. Where are you now in relation to your goal(s) and how do you know this?2. What has contributed to your success so far?3. What obstacles or challenges are you experiencing?4. What have you tried so far?5. Are any of your goals in conflict with other priorities?6. What can you learn from what has not worked so far?
OPTIONS O	<p>Once a clear understanding of the situation is outlined, work with your employee to explore OPTIONS for moving forward. This process should include brainstorming and free-thinking outside of normal constraints.</p>	<ol style="list-style-type: none">1. What are some of the ways you could approach this?2. How can you break this up into smaller steps?3. Who else might be able to help?4. What experiences would help you learn more?5. Which of your obstacles do you have control over? If you don't have control, who does and how can you influence them?6. Do you need to change or adjust any of your goals?
WAY FORWARD W	<p>Partner with your employee to help them to commit to specific actions as a WAY to move FORWARD. A clear action plan and accountability are crucial to this step.</p>	<ol style="list-style-type: none">1. What two actions can you commit to taking this week?2. What resources are available to help you?3. What could stop you from moving forward? How will you overcome this?4. How can you keep yourself motivated?5. When do you/we need to review your progress? Daily, weekly, monthly?