

COACHING  
using  
THE GROW MODEL

In sport performance is the ability to consistently perform in competition, adapting and competing under pressure, in a variety of conditions over a period of time.



## The GROW model

- GROW is an acronym for GOAL, REALITY, OPTIONS and WAY FORWARD.
- Employs Powerful Questioning and Active Listening skills.
- It is a tool for Coaching, Mentoring, Problem Solving and Goal Setting. It is 4 step model.
- Unlocks a person's potential to maximise their performance.
- It is simply and effective method to help one achieve their goals.
- It enables us to keep moving forward towards positive solutions and achievements.

Grow was pioneered by Sir John Whitmore



## GROW Coach's use S.M.A.R.T.E.R. Goals

### Specific

- Goals should be straightforward and clearly define what you are going to do.
- What exactly is it that you want?

### Measurable

- Establish concrete criteria for measuring progress toward each goal you set.
- How will you know when you have achieved your goal?

### Attainable

- Goals should be something you are both *willing* and *able* to do.
- Set goals that challenge you; push you slightly beyond your comfort level; require effort

### Relevant

- Goals should be relevant to your situation, you as a unique individual, and the direction you want to go.

### Time-Limited

- Goals should have a deadline.
- When do you want it by?

### Exciting

- Make your goals positive, energizing and exciting so you will be motivated to achieve them.
- Are you passionate about achieving your goals?

### Recorded

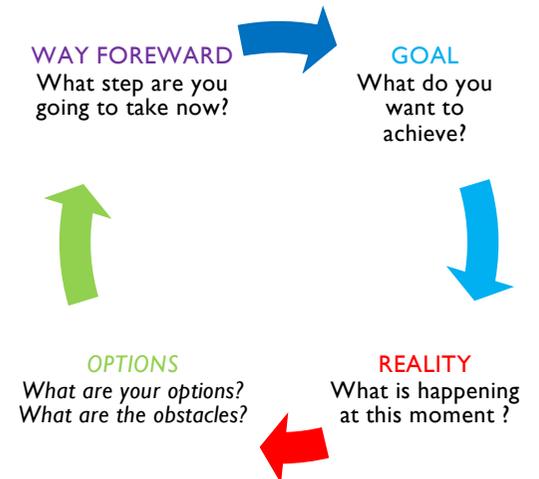
- Write your goals down!
- Review them often so you remember what you are working so hard for

## GROW Coach's use.

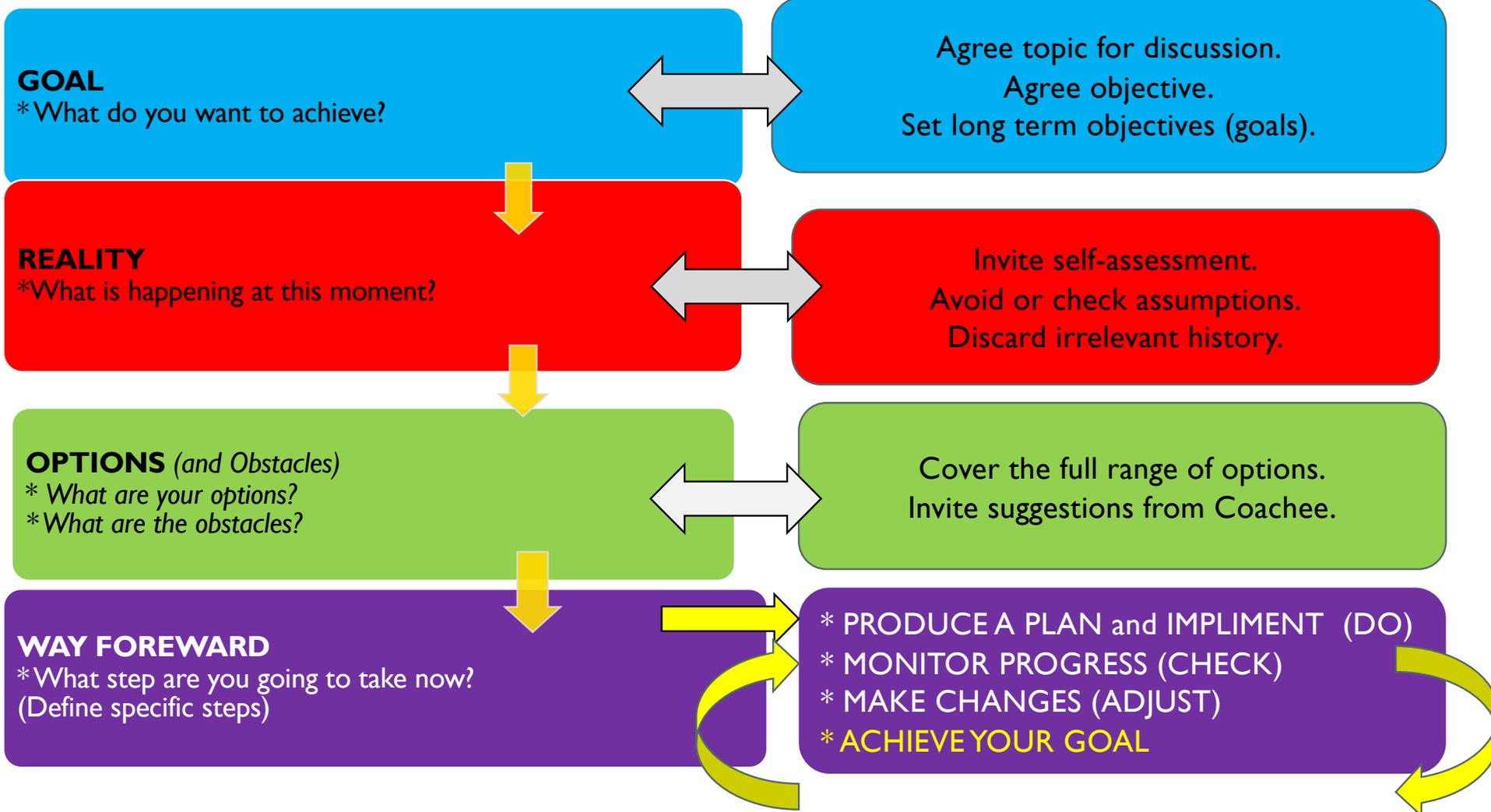


- **Limit distractions.** Silence any technology and move away from distractions so that you can pay full attention to the other person. Take note of the person's tone of voice and body language as well.
- **Pay attention to what is being said, not what you want to say.** Set a goal of being able to repeat the last sentence the other person says. This keeps your attention on each statement.
- **Be okay with silence.** You don't have to always reply or have a comment. A break in dialogue can give you a chance to collect your thoughts.
- **Encourage the other person to offer ideas and solutions before you give yours.** Aim to do 80% of the listening and 20% of the talking.
- **Restate the key points you heard and ask whether they are accurate.** "Let me see whether I heard you correctly..." is an easy way to clarify any confusion.

## The Four Stages of GROW



# The 4 stages of G.R.O.W



**GROW model questions**

<p><b>GOAL:</b></p> <ul style="list-style-type: none"> <li>Discussion topic on the purpose of the session.</li> <li>Set a long-term goal if this is appropriate</li> </ul>	<p>Clarify the goal focus on a discussion:</p> <ol style="list-style-type: none"> <li>What do you want to discuss?</li> <li>What do you want to achieve?</li> <li>Why is this goal important to you?</li> <li>What areas do you want to work on?</li> <li>Do we have sufficient time for you to be able to attain this?</li> <li>What do you want to achieve as a result of this session?</li> <li>What would you like to get from the next 45 minutes?</li> <li>What will make you feel this time has been well spent?</li> <li>How will you know when you have achieved your goal?</li> <li>Who could help you?</li> <li>How long do you think it will take to achieve your goal?</li> <li>How will you know you have been successful?</li> <li>What are you currently working towards?</li> </ol>	<p>By selecting the appropriate questions in column two, then recording the answers below Will help you produce a way forward.</p> 
<p><b>REALITY:</b></p> <ul style="list-style-type: none"> <li>Invite the self-assessment on the topic and situation.</li> <li>Give specific examples</li> <li>Clarifies the situation.</li> <li>Check assumptions.</li> </ul>	<p>Explore the current situation:</p> <ol style="list-style-type: none"> <li>Where are you now in relation to your goal?</li> <li>What factors are relevant to the outcome you desire?</li> <li>What has contributed to your success so far?</li> <li>What skills/knowledge/attributes do you have?</li> <li>What is working well right now?</li> <li>What assumptions have you made?</li> <li>How do you know these are accurate?</li> <li>What impact or effect will these have?</li> <li>What is the biggest obstacle you are currently facing?</li> <li>What is X's perception of the situation?</li> <li>How will you ensure that you achieve your aims?</li> </ol>	
<p><b>OPTIONS:</b></p> <ul style="list-style-type: none"> <li>Identify obstacles</li> <li>Voice their suggestions.</li> <li>Makes choices from the options.</li> </ul>	<p>Explore all options:</p> <ol style="list-style-type: none"> <li>What approaches possible?</li> <li>What are the pros and cons of each option?</li> <li>What personal changes do you think you'll have to make touch of your goal</li> <li>How do you intend to overcome any concerns?</li> <li>If you could choose, which approach would you select?</li> <li>Using a scale from 1 to 10, how feasible is this approach?</li> <li>Who might help you?</li> <li>Which option do you prefer?</li> </ol>	
<p><b>OBSTACLES:</b></p> <ul style="list-style-type: none"> <li>Identify obstacle(s) and resources required. (type, expertise, training, people, environment etc.)</li> <li>Invite suggestion</li> <li>Offer suggestions with care</li> <li>Ensure choices</li> </ul>	<p>Explore the obstacles:</p> <ol style="list-style-type: none"> <li>What additional tasks do I need do to achieve my goal?</li> <li>How much time will you be spending each week to achieve your goal?</li> <li>What prevents you from reaching your goal?</li> <li>Who will help you?</li> <li>What else gets in the way?</li> <li>What is hindering changing?</li> </ol>	
<p><b>WILL (Way forward):</b></p> <ul style="list-style-type: none"> <li>Gain a commitment.</li> <li>Call out the obstacles.</li> <li>Plan details and timeframes</li> <li>Agree support</li> </ul>	<p>Design a plan of action:</p> <ol style="list-style-type: none"> <li>What tasks have been completed?</li> <li>How will you log your progress?</li> <li>What step are you going to take next?</li> <li>What actions will you take?</li> <li>When are you going to start?</li> <li>What support will you need?</li> <li>How and when can you get that support?</li> <li>How long will it take to achieve you goal?</li> <li>How will you know you have been successful?</li> </ol>	<p><b>* PRODUCE A PLAN and IMPLIMENT (DO)</b>  <b>* MONITOR PROGRESS (CHECK)</b>  <b>* MAKE CHANGES (ADJUST)</b>  <b>* ACHIEVE YOUR GOAL</b></p>

**GOAL**

What do you want to achieve?

- What do you want to achieve?
- What do you want to achieve this season?
- Why is this goal important to you?
- How long do you think it will take to achieve your goal?
- How will you know you have been successful?

**Goals need to be S.M.A.R.T.E.R.**

- ❑ To progress from Bowman to Master Bowman this season.
- ❑ To develop and work with a new plan to achieve MB.
- ❑ Achieving MB should enable me to shoot for the County.
- ❑ Achieving MB requires me to shoot a number of specific scores over a twelve-month period.
- ❑ MB scores are clearly defined in the rules are shooting (1169). I require three scores.

**REALITY**

What is happening at this moment?



- Where are you now in relation to your goal?
- What has contributed to your success so far?
- What is working well right now?
- What is the biggest obstacle you are currently facing?

- ❑ My current handicap is 35. It need to less than 33.
- ❑ My determination to succeed. I am very determined and focused and will achieve my goal.
- ❑ I am working on and will continue to improve my physical and metal readiness.
- ❑ I have just recovered from a shoulder injury. I need to remain fit and avoid injury in training and competition.

**Powerful**  
  
**Questions**

## OPTIONS & OBSTACLES

### What are your options?



#### Options

- What approaches are possible?
- How do you intend to overcome any concerns?

#### Coachee notes

- ❑ My basic approach is careful selection of competitions. Do UK Record Status(RS) rounds offer more chance of achieving my goal ? However I like World RS events.
- ❑ My drawing shoulder is a concerned. I have decided to swim before work twice a week and tone down gym work which will help considerably.

#### Obstacles

- What additional tasks do I need do to achieve my goal??
- Who will help you?
- What personal changes do you think you would have to make to achieve your goal?
- What is hindering changing?

#### Coachee notes

- ❑ I have a list of tasks which I am refining with my coach. My coach has introduced me to 'Performance Profiling'.
- ❑ My coach has National and International experience.. He will help get me get better mentally prepared.
- ❑ I will need to increase the amount of time I spend at archery and stick to my training programme.
- ❑ Changing jobs last year means means I may have more free time.



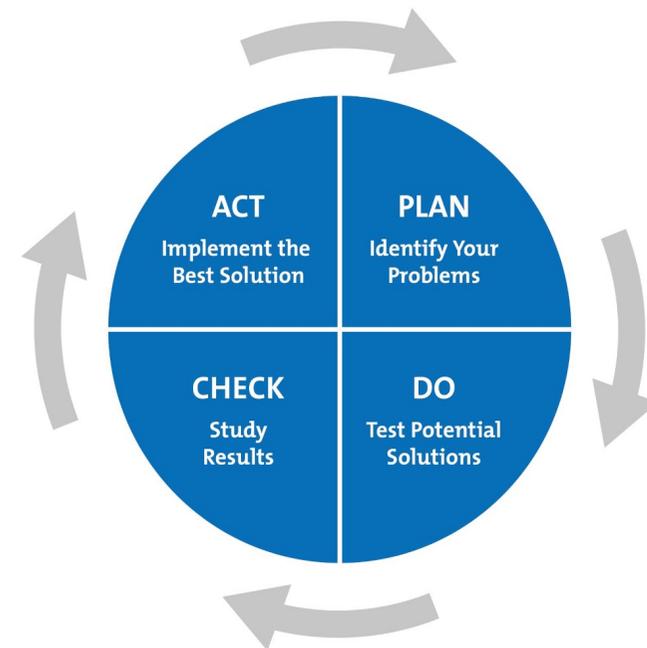
## WAY FORWARD

What steps will you take ?

- What steps are you going to take next?
- What actions will you take?
- When are you going to start?
- What support will you need?
- How and when can you get that support?
- What tasks are incomplete?
- How long will it take to achieve you goal?
- How will you know you have been successful

COACHING FOR PERFORMANCE

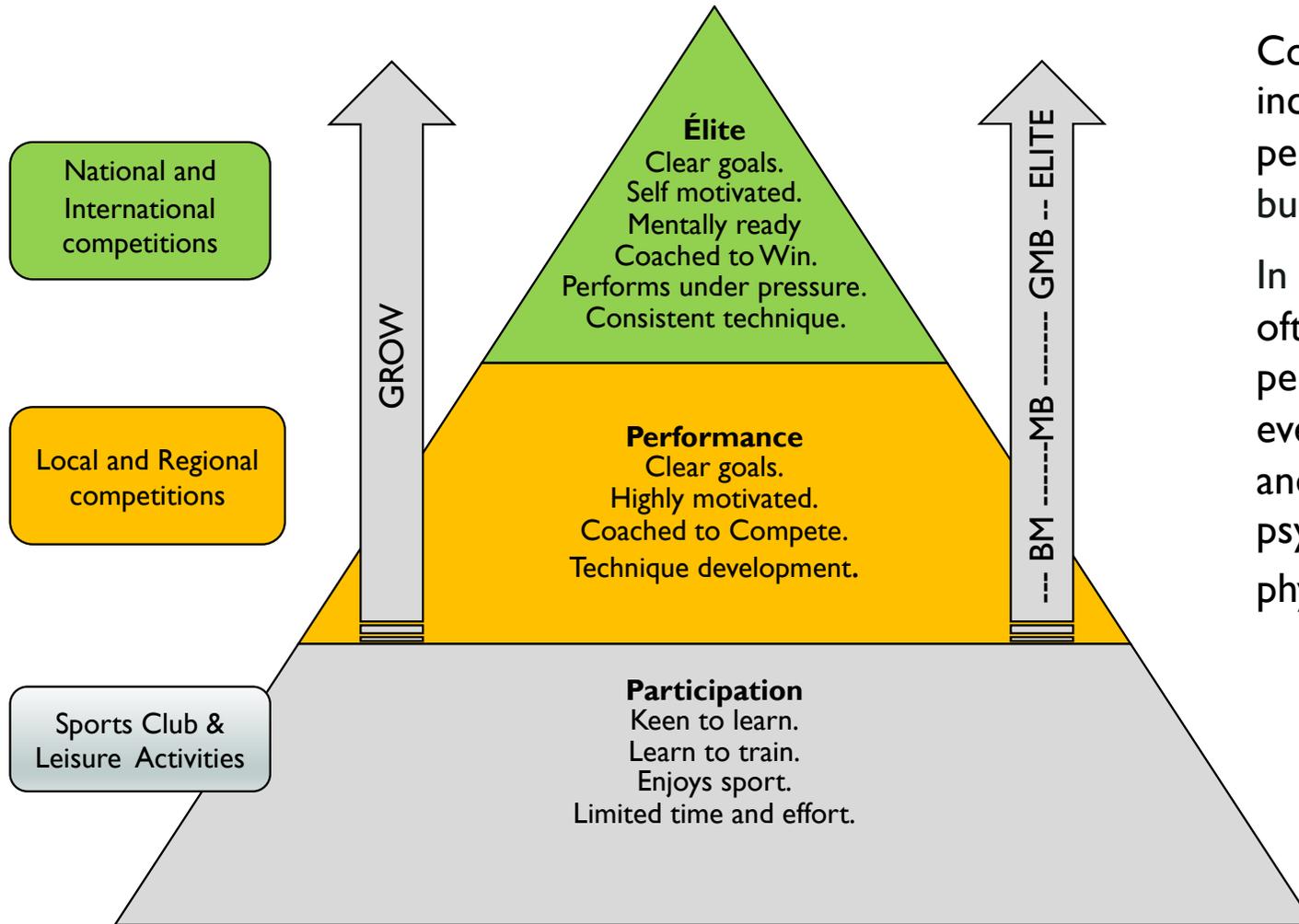
- \* PLAN
- \* DO (Perform)
- \* CHECK (Monitor)
- \* ACT (Improve)



PLAN, PERFORM, MONITOR & IMPROVE.

Powerful  
Questions

# Coaching using GROW



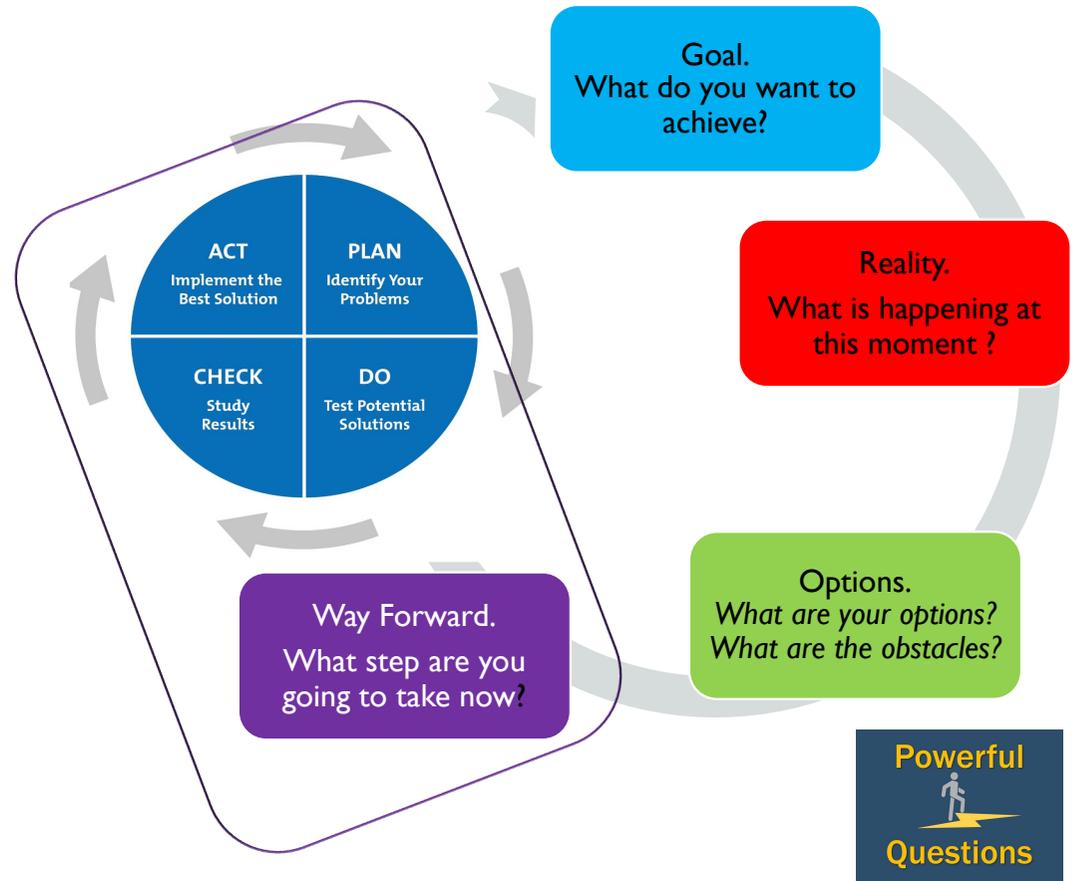
Coaching is designed to increase levels of performance in sport and business.

In sport athlete coaching is often focused on performance in a major event or a series of events and focuses on physical, psychological and physiological preparation.

## Summary of Coaching using GROW

The model provides a framework that raises an awareness and understanding of:

1. Your own aspirations.
2. Your current situation and beliefs.
3. The possibilities and resources open to you.
4. The actions you will take to achieve your goals by developing a Plan, Implementing it (Do), Checking your progress and Acting on the outcome. (PDCA).



Please answer the following questions and send your answer to [coaching\\_secretary@berkshirearchery.co.uk](mailto:coaching_secretary@berkshirearchery.co.uk) to receive your CPD certificate.

Q1. Which of the statement is true, and which is false?	<ul style="list-style-type: none"> <li>a. GROW is performance coaching model used in business.</li> <li>b. GROW is a performance coaching model used in sport.</li> <li>c. GROW was pioneered by Sir John Whitmore.</li> </ul>	<p>True or false.</p> <ul style="list-style-type: none"> <li>a.</li> <li>b.</li> <li>c.</li> </ul>
Q2. GROW is a framework for Coaching and is an acronym.	<ul style="list-style-type: none"> <li>a. GROW = Goal, Reality, Options, Way forward.</li> <li>b. GROW = Goal, Reality, Opinions, Way forward.</li> </ul>	<p>True or false.</p> <ul style="list-style-type: none"> <li>a.</li> <li>b.</li> </ul>
Q3. GROW can be used for.	<ul style="list-style-type: none"> <li>a. Business improvement.</li> <li>b. For team coaching.</li> <li>c. In a teaching environment.</li> <li>d. In an individual sports environment.</li> </ul>	<p>True or false.</p> <ul style="list-style-type: none"> <li>a.</li> <li>b.</li> <li>c.</li> <li>d.</li> </ul>
Q 4. When used in Sport GROW can be used as.	<ul style="list-style-type: none"> <li>a. To improve personal performance.</li> <li>b. For help with Goal setting.</li> <li>c. As a Mentoring tool.</li> </ul>	<p>True or false.</p> <ul style="list-style-type: none"> <li>a.</li> <li>b.</li> <li>c.</li> </ul>
Q5 PDCA is an acronym for?	<ul style="list-style-type: none"> <li>a. Plan, Decide, Check, Act</li> <li>b. Plan, Do, Check, Act</li> <li>c. Perform, Do, Check, Act.</li> </ul>	<p>Which of the answers is correct a, b, c or d ?</p>