



GROW Coaching Model – An Overview

The GROW model provides a simple structure for effective coaching conversations that lead to clarity, ownership, and purposeful action.

1. GOAL – What do you want to achieve?

- What would you like to get out of this session?
- What’s your ultimate goal in this area?
- How will you know you’ve achieved it?
- What would success look like — for you, for pupils, or for the team?
- Is this a short-term or long-term goal?

2. REALITY – What’s happening now?

- What’s working well at the moment?
- What’s not working as you’d like?
- What have you already tried?
- What feedback or evidence do you have?
- What’s getting in the way?
- How do you feel about the situation right now?

3. OPTIONS – What could you do?

- What options do you have?
- What else could you try?
- If there were no barriers, what would you do?
- What’s the most realistic or effective option?
- Who or what could help?
- What would you do if you knew you couldn’t fail?

4. WILL / WAY FORWARD – What will you do next?

- What specific action will you take?
- When will you do it?
- What might get in the way — and how will you handle that?
- What support do you need?
- How confident are you (1–10)? What would make it a 10?
- How will you review your progress?

Quick Summary Table

Stage	Focus	Example Question
G – Goal	Define success	What do you want to achieve?
R – Reality	Explore current state	What’s happening now?
O – Options	Generate ideas	What could you do?
W – Will	Commit to action	What will you do next?

Tips for Coaches

- Listen more than you speak.
- Use open questions.
- Avoid jumping in with advice too early.
- Keep the teacher in the driver’s seat.
- Summarise key points and end with agreed actions.