

## Session 9 GROW Model

The model, devised by Sir John Whitmore, is the most common model for framing coaching conversations. GROW promotes a deeper awareness and responsibility and encourages proactive behaviour, as well as resulting in practical techniques to accomplish goals and overcome obstacles. Firstly, click the link or video to watch the video: <https://media.salford.ac.uk/Player/G4eD2dhh>

## Grow Model



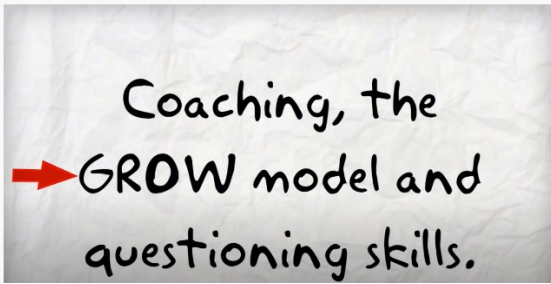
GROW is a simple method for goal setting and problem solving. It was developed in the UK in the 1980s by business coaches Graham Alexander, Alan Fine, and Sir John Whitmore. It's been used extensively in since then in several different contexts. The GROW model provides a simple and easy to use formula to help shape a coaching conversation.

### THE MODEL IN ACTION: CLINICAL SCENARIO'S



### Activity 1.

Watch the YouTube video that explains the model. Click on the video or on the link: <https://youtu.be/xNLRo3jWPcg>



## Useful Goal Setting Questions

1. What would you like to talk about?
2. What is on your mind?
3. How are you doing
4. Useful Reality Questions
5. What is the present situation, in more detail?
6. What really is the issue here?
7. What's the bottom line?

## Useful Options Questions

1. What are the different ways you could approach this?
2. What could you do differently?
3. What would you do if.....?
4. What would you do if you could start with a blank sheet of paper?
5. What else?
6. Would you like a suggestion from me?
7. Which of these solutions appeals to you most?
8. Which would give you the best result?

## Useful What Will You Do Questions

1. What are you going to do?
2. Which option(s) are you going to select?
3. When are you going to do it?
4. What support do you need? From whom?
5. How and when will you get that support?
6. What other considerations do you have?
7. On a scale of 1-10, how certain are you that you will carry out the actions agreed?
8. What stops it from being a 10?

## Questions that lead nowhere:

1. How are you getting on?
2. Is everything going ok?

## Activity 2

A further activity with peers provides the opportunity to see how all the skills introduced around coaching- active listening, questioning and providing feedback are used to unlock their potential and

support their ongoing learning and development. Use the GROW question handout to apply the model

Pair with your peer or have three people (one observer)

1 person coaches the other around their role as practice supervisor. What they'd like to change/improve about their role using GROW model.

Debrief on what it felt like to coach/be coached. Does the person have clear actions to take forward in terms of their practice supervisor role.

Example questions could include

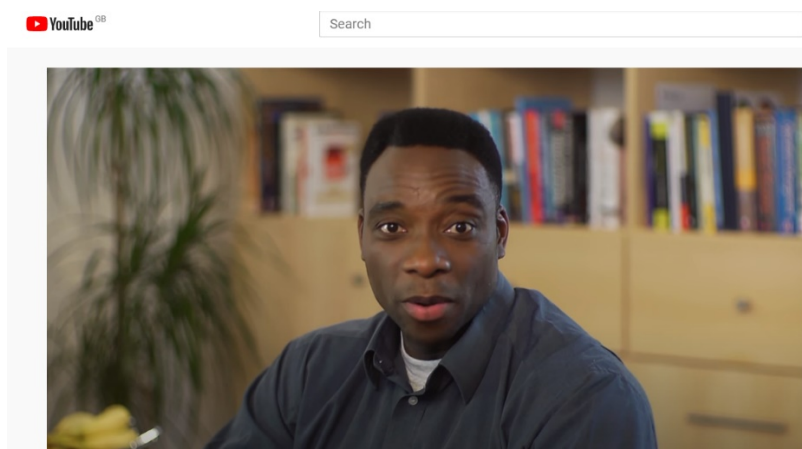
1. Did the coach encourage them to set a clear goal?
2. Do they have clear actions as a result?
3. Did they use open questions?
4. What skills on the coaching spectrum did they notice?
5. Did the coach have an inner dialogue?
6. How do they feel?

## Further resources

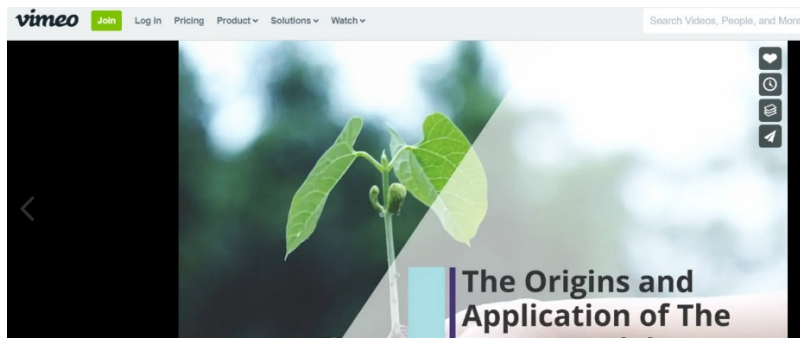
The next two links provide more information on the GROW model, Mindtools- The GROW

Click on the first video or link to explore the GROW Model of Coaching and Mentoring:

<https://youtu.be/K3iJwoydBbg>



This second video can be accessed by clicking on the video or the link and explores Performance coaching: <https://vimeo.com/354179956>



After this session do review your knowledge, skills and behaviour and your learning needs. Look and map against any professional requirements such as the NMC practice educator/supervisor role requirements, linking to the NMC practice supervisor self-declaration.