Parmenion

GROW Model

Agree topic for discussion
Agree specific objective of session
Set long-term aim if appropriate

Invite self-assessment
Offer specific examples of feedback
Avoid or check assumptions
Discard irrelevant history

Way forward
Commit to action
Identify possible obstacles
Make steps specific and define timing
Agree on support

Cover the full range of options
Invite suggestions from coachee
Offer suggestions carefully
Ensure choices are made