

Setting Goals Using the GROW Model

Objective

To use the GROW model to set a goal and create a plan to achieve that goal.

What to Know

The GROW model is a solution-focused framework used for problem-solving, goal setting, and performance improvement. Created by Sir John Whitmore, GROW is an acronym for **G**oals, **R**eality, **O**ptions, and **W**ay forward (or **W**ill). This leadership tool has four steps:

1. The essential first step is to set a **Goal** which is clear, inspiring, and challenging – not just SMART (specific, measurable, and achievable in a realistic time frame). When you have clarity, you can more easily envision the steps required to move forward to achieve your goal and establish a personal connection to the goal. You can always revisit the goal as needed.
2. Next, consider your **Reality** or the current situation, including internal and external obstacles. You will also explore your motivation for achieving the goal.
3. When you review your **Options**, think of your strengths, resources, and all the possibilities. Brainstorm various strategies to achieve the goal. Let your imagination run wild! It can be fun to imagine an unlimited budget and resources.
4. The final step, the **Way Forward** (sometimes referred to as **Will**) is your barometer of success and involves actions and accountability – including what, when, and by whom. Your intentions and desire to achieve the goal must be converted into successful action steps. What are you willing to do to achieve the goal? Include a way to track your progress.

GROW can promote confidence and increase motivation, leading to increased productivity and personal satisfaction. The model takes goal setting to a higher level. When using this approach, most of your time should be focused on the goal and reality steps.

This worksheet will guide you through using the GROW model.

What to Do

For each step of the GROW model, answer the questions. Be as honest and detailed as possible.

Step 1. Goals

First, think about something you would like to achieve. Write it down.

Next, you will clarify your goal. Answer the following questions.

What's important to you right now?

What does your ideal future look like?

What will you be doing in five years?

What new skills do you want to learn or develop?

Where is your life out of balance?

What challenges are you facing right now?

What are you currently working toward? For example, at home, at work, or within a relationship.

Now, write down one goal you have using only positive words.

Why is achieving this goal important to you?

Step 2. Reality

What is working well right now?

What do you need?

What excuses have you always used for not achieving your goals?

What have you done so far to improve your life?

What parts of your life will be impacted if you achieve your goal?

What is the biggest obstacle you are currently facing?

What does self-sabotage look like for you?

What does your inner critic say to you?

What are your fears?

What are you passionate about?

What impact or effect do your fear have? Your passions?

What steps have you taken so far toward achieving your goal?

Any other relevant factors? If yes, list them.

Step 3. Options

What is your first step to achieve your goal?

If you had 50% more confidence, what would you be doing that would be different?

If success was guaranteed, what would you do?

If money was not an obstacle, what would you do?

What action step is the best use of your time?

If someone else came to you with your obstacles, what would you tell them?

What strengths can you use to move forward?

If you could do only one thing this week toward achieving your goal, what would it be?

What would you do if you answered to no one?

What is the most efficient use of your time right now?

Identify any other obstacles (people, resources, environment, etc.).

What else prevents you from reaching your goal?

What personal changes do think you would have to make to achieve your goal?

What is stopping you from changing?

Step 4. Way forward. It's time to create an action plan.

On a scale of 1 to 10, how motivated are you to achieve your goal? _____
(1 = not at all motivated, and 10 = extremely motivated)

What will it take to get your motivation closer to a 10?

Considering all the options you listed above, what steps can you take right now?

(Note: It is also an option to do nothing and review later!)

Whatever your first step is, can you think of anything that might stop you from doing it?

How committed are you to achieving this goal? _____
(1 = not at all committed, and 10 = extremely committed)

How do you want to be held accountable for this goal?

Who can hold you accountable? _____

How will you celebrate when you've achieved your goal?

What step can you take toward your goal in the next 24 hours?

What else do you need to consider before starting?

What are your next steps? List three and be specific.

1.

2.

3.

What is the timeframe for each? Be specific.

1.

2.

3.

What might get in the way?

What support do you need?

How and when can you get that support?

How will you track your progress? For example, you might use an app or write in your journal each day.

What will you do when you've achieved your goal?

Reflections on This Exercise

What did you learn from this exercise that you did not know before?

How helpful was this exercise? _____
(1 = not very helpful, 5 = moderately helpful, 10 = extremely helpful)

What can you do differently to make progress in this area?
