

TGROW coaching model

	Purpose	Example questions
Topic	Gain an initial understanding of what they want to discuss.	What do you want to talk about? What's happening for you at the moment?
Goal	Establish an outcome for the session. Encourage them to be <u>specific</u> .	What do you want from this conversation?
Reality	Find out more about the current situation.	What is really happening now?
Options	Find out what is possible.	What could you do? What options do you have? What can you control?
Will	Wrap-up. Plan and support commitment. Activate their motivation.	What will you do? How will you take responsibility?