

GROWF Coaching Guide



Goal: Where you want to be?

What would success look like?
How will you know you have achieved your goal?
How will you measure your progress?
When do you want to achieve it by?
Does this goal contribute to your career plan / team objectives / company direction?

Goal (SMART):



Reality: Where you are now?

Have you tried this before?
What worked, what didn't work?
Is anyone else involved? What roles do they play?
What is happening now?
What are your biggest fears in tackling this goal?
Describe the obstacles you might encounter?

Notes:



Options: What options you have to reach your goal?

If you couldn't do your first option, what else might you try?
Who will be your biggest supporters? How can they support you?
What advice would you offer to someone else tackling this issue?
Is there anything you can stop doing to free up time?
Can you combine this goal with something else you are working towards?

Options:



Way Forward: How you will get there?

What would your very next step look like?
Can you identify key milestones?
List the activities you will need to complete?
Who else needs to be involved?
What action will you take if you hit an obstacle?
How often should we review progress?

Actions:



Follow-ups: Schedule a series of check-ins