



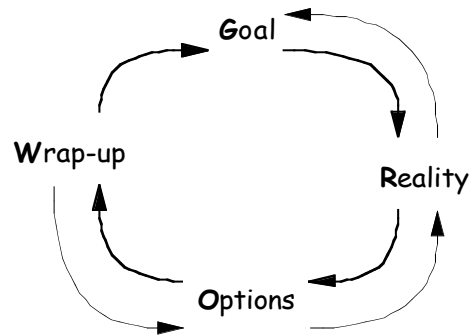
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GROW Coaching Exercise

Goal

- **Set SMART goal**
 - Specific, Stretching
 - Measurable
 - Attractive, Authentic
 - Realistic
 - Time framed
- **Write it down**
- Create clarity and motivation



Goal Questions (focus, clarity, motivation)

- ***What would you like to focus on today?***
- ***What would have to happen in our discussion for you to feel that the time was well spent?***
- ***Can we do that in the time available?***
- ***How important is this goal to you?***
- What feeling would you like to have when we finish our discussion?
- What would you like to have happen that is not happening at present?

Reality

- Help them tell their story
- Invite self-insight
- Ask permission to ask challenging questions

Reality Questions

- ***What's happening at the moment?***
- ***When does that happen?***
- ***What does X look like when everything is going well?***
- ***What's worked? What hasn't worked?***
- ***Tell me more about that***
- What effect does that have?
- Are there times when this doesn't occur?
- What's different about those times?

Options

- Brainstorm options
- Uncover blind spots
- Encourage choice and ownership
- Explore benefits and costs of choices



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Options Questions

- ***What are the possible options you have?***
- ***How can you move towards your goal?***
- ***What's the most appealing option for you right now?***
- ***How can you do more of what works for you?***
- ***Who can support you in making this happen?***
- What can be done to change the situation?
- What are the costs and benefits of this action?
- What would be required for you to move from a five to a seven? (if using scaling Q's)

Wrap-up

- Commit to action
- Identify specific steps. **Write these down**
- Establish support
- Identify obstacles. Make contingency plans

Wrap-Up Questions

- ***What are the next steps?***
- ***How are you going to keep track of your progress?***
- How will you know if you've been successful?
- What are some of the advantages of doing this?
- What are the consequences of not doing this?
- What might stop you reaching this goal? How can you overcome this?
- How can I help you in moving forward? Who else might support you?

**Above material used and adapted with permission of Dr Anthony Grant.*