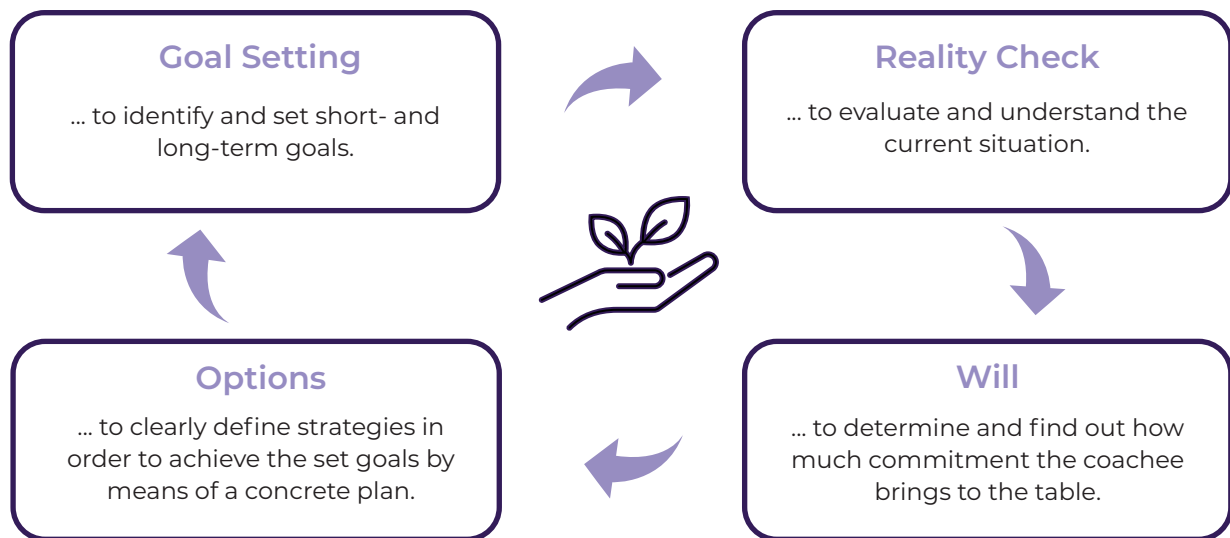




Coaching Cheat Codes - the GROW model at a glance

In our Coaching Cheat Codes training series, we would like to explore theories and models together to make coaching sessions more effective. In our SNAPS issue, we would like to introduce the GROW model. By applying it, HR managers can analyze problem areas with their employees and define possible solutions for optimized performance. In order to handle performance discussions properly, it is up to a concrete plan. At this point, the GROW model can serve as a suitable tool in the optimization question to be able to represent the interests of both parties. But what is the GROW model in detail and how can it be applied?

Overview of the GROW model



This is how the GROW model can be applied:

G

What is the goal of today's discussion? What milestones do you want to achieve? What would you like to achieve in time period X? By when would you like to have achieved your goals?

R

What does your current daily routine look like? What have you been able to do so far to work on your goals/improve your situation?

O

What can you actively do to achieve your goals? Which people in your environment can help you with this? What options come to mind spontaneously, regardless of whether they are realistically feasible or not?

W

How likely are you to implement your goals in the same way (on a scale of 1-10)? What resources do you lack to achieve the 10?

Are you looking for highly qualified experts? We are happy to help with selection and activation.

