

Coaching Session Worksheet

Team Member Name:

Date:

*“Coaching is unlocking people's potential to maximize their own performance.
It is helping them to learn rather than teaching them.” –Sir John Whitmore*

Use the G.R.O.W. model to explore a team member’s Goals, Reality, Options and “Way Forward.” To stimulate brain storming and additional answers, use the AWE question (i.e., “and what else?”).

GOALS

(Questions you might ask...)

What goal do you want to achieve?
Why are you hoping to achieve this goal?
How specific is that goal?
How will you know when it’s completed?
When will you complete it?

REALITY

(Questions you might ask...)

What is the current situation now?
How is your performance now, different than where it will be when you achieve your goal?
What are your current strengths in this area?
What are your current weaknesses in this area?

NOTES:

NOTES:

OPTIONS

(Questions you might ask...)

How can you achieve your goal?
How can you close the gap between where you’re at now, and where you want to be?
Who could help with this?
What resources do you need to achieve your goal?

WAY FORWARD

(Questions you might ask...)

What actions will you take to achieve your goal?
What else from your options list should you do?
What obstacles could stop you from taking these actions?
On a scale of 1-10, how committed are you to this plan?

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