

The RE-GROW Model

Review and Evaluate (5-10 mins)

Review and evaluate the progress and implementation of action steps from the last session.

- Ask, "How did you go with the action steps from our last meeting?"

Goal (10 mins)

Set the goal for the session.

- What specifically do you/we want from our coaching /mentoring session?
- What's the goal?
- Is this a realistic goal?
- Can we cover this in the time we have available?
- What would be a successful outcome of this session?

Funnel down – or use scaling to get specific. Ensure the goal is not too complex and within their personal area of control. Break down if it is too complex and focus on a smaller sub-goal. Make sure the goal is quite specific and write it down.

Reality (10 mins)

Use questioning skills to raise their awareness of the current situation.

- So, tell me, what is happening now?
- What's working for you now?
- What? When? Where? How much? How often? (Use 'why' with caution.)

Ensure the understanding is raised so they can work out the solution for themselves in the options stage. Ask, don't tell, and don't give them any advice at this stage.

Options (20mins)

Help them shift their perspective towards actions and solutions.

- What options do you have?
- What are you doing already that's working?
- What else could you do?
- What are the costs and benefits?

Make sure they generate a list of options, and if you have suggestions, offer them only after they have tried to come up with options themselves. Ask permission: "Is it OK if I make a suggestion?"

Wrap-up (10 mins)

Gain commitment to action steps.

- What are the next steps to take?
- What will you do to move forward?
- How can you keep track of your progress?
- How confident are you that you can do this? (Scale of 1 to 10)

Notes

Worksheet

Review and evaluate

Since the previous session, what was achieved – what are the blockers- what is the current status of goals

Goal

Reality

Options

Wrap-up / Actions next steps