

IGROW Worksheet

Issue – *What would you like to discuss today? What's the essence of your topic?*

Goal - *Identify what they would like to achieve, both as a result of the coaching session, and the overall outcome related to the issue at hand. Set some SMART goals.*

What do you want to achieve? What would be a milestone on the way? What does success look like? When do you want to achieve it by? How will you measure it? What is so attractive about this goal?

Reality -*Their story about what is happening at the moment*

What's happening now? Who is involved? What is stopping you from achieving this goal? What is holding you back? What is *really* going on?

Options - *Brainstorm options to achieve the goal*

What options do you have? What else could you do? What if you had power, time, money etc? Would you like another suggestion? What's worked in the past? Are there any other options? What are the benefits and costs of each option?

Wrap Up - *Write an action plan with specific steps to achieve the goal*

Which options do you choose? To what extent does this option meet all your objectives? What could get in the way? What gain is there in not taking these steps? Who needs to know what your plans are? What are the specific steps you are going to take? When? Who can help you?

Confidence of achieving these action steps? 1 2 3 4 5 6 7 8 9 10
Commitment to taking these action steps? 1 2 3 4 5 6 7 8 9 10