



The G.R.O.W. Process

A coaching worksheet

Goal

What are you currently working on?
 What would you like to accomplish in our
 time together?
 What would you really like to invest more
 time in?
 Is it...
 S - specific
 M - measurable
 A - achievable
 R - realistic &
 T - trackable/Time Phased?

Reality

What is going on in your situation?
 What is the bottom line?
 What do you notice about this situation?
 What possibilities have you tried so far?
 What are the obstacles you face?
 (Internal, External)
 What resources do you have access to?

Options

What could you do?
 If you had more time or resources, what
 would you do?
 What does this look like from "the other
 person's perspective?"
 What else could you do?
 Which of these would you like to pursue?

Will

When will you complete it?
 Where does this fit into the master plan?
 (church's vision, pastoral team, etc.)
 Who needs to know?
 What resources do you need?
 Rate on a scale of 1-10 how certain you
 are that you'll do this


