

TGROW COACHING MODEL TEMPLATE

This checklist enables you to record the coaching process using the TGROW model. It helps you to monitor progress and keeps a record of the goal and commitments the coachee has made.

This coaching model allows you to define the environment within which the issue or problem the individual wants to address through coaching. This helps to define the level of importance and urgency the issue has within your organization.

TGROW Model Stage	Coachee Final Notes
<p>Topic – covers the wider environment that impacts on the specific issue to be addressed through coaching. It will reflect the level of importance the issue has within that wider area and the impact it may have on their long-term aspirations.</p>	
<p>Goal - is the end point that the coachee wants to achieve. The goal must be SMART so that the individual knows when it is attained.</p>	
<p>Reality - is where the coachee is now. This requires the current issues and the challenges to be stated. Then an assessment of how far the coachee is away from their goal can be made.</p>	

TGROW Model Stage	Coachee Final Notes
<p>Obstacles – first the obstacles stopping the coachee attain their goal need to identified. (Without any obstacles the goal has already been attained!). Then the coachee needs to come up with different ‘options’, ways to deal with them.</p>	
<p>Options – the coachee needs to come up with different ‘options’, ways to deal with them.</p>	
<p>Way forward – once the coachee has defined their options they can then devise the necessary action steps required to meet their goal.</p>	