

The GROW Model Self-Coaching Guide

Unlock Your Own Solutions and Master the Gold Standard of Executive Coaching

The most effective leaders don't just solve problems for their teams—they coach their teams to find the solutions themselves. But before you can effectively coach others, you must be able to coach yourself through complex challenges.

The **GROW Model** is the most widely used framework in professional executive coaching. It provides a structured, psychological pathway to get you unstuck, shifting your mindset from overwhelming obstacles to actionable outcomes.

How to Use This Guide:

Set aside 15–20 minutes of uninterrupted time. Pick **one** specific, pressing challenge you are currently facing. Walk through the four stages—**Goal**, **Reality**, **Options**, and **Will**—answering each prompt with brutal honesty.

G OAL: What do you want?

Start by defining the exact outcome you want to achieve. A strong goal is specific, measurable, and within your control.

Define the challenge you are facing:

If this self-coaching session is wildly successful, what specific outcome will you walk away with today?

In a perfect world, what does the ideal resolution to this challenge look like 3 months from now?

R REALITY: Where are you now?

This step requires total objectivity. Strip away the emotion, assumptions, and blame. Look only at the facts of your current situation.

What is happening right now? *(Who, what, when, where—stick to the facts)*

What steps have you *already* taken to try and resolve this? What were the results?

What is the real obstacle here? Is it a lack of resources, a difficult relationship, a skill gap, or a limiting belief of your own?

OPTIONS: What could you do?

Suspend judgment. This is the brainstorming phase. Do not evaluate whether an idea is "good" or "bad" yet—just get it on paper. The goal is volume.

List at least 5 possible actions you could take to move closer to your goal.

1.

2.

3.

4.

5.

If you had unlimited time, budget, and authority, what would you do?

If you were advising a trusted colleague in this exact situation, what would you tell them to do?

WILL: What *will* you do?

Insight without action is just day-dreaming. It's time to narrow down your options, make a firm commitment, and establish accountability.

Looking at your options, which ONE action are you willing to commit to right now?

What is the very first, smallest step you need to take to put this action into motion?

When exactly will you take this first step? *(Date and Time)*

What might stop you from moving forward, and how will you overcome that obstacle?

On a scale of 1 to 10, how committed are you to taking this action?

Commitment Score: _____ / 10

Ready to Experience the Power of Real Coaching?

Self-coaching is a phenomenal tool for daily roadblocks, but nothing replaces the transformative power of an objective, highly-trained executive coach holding up the mirror.

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