

## Worksheet: Problem Solving using the GROW Model

### Instructions

It is not uncommon that when we coach people through the delegation process the delegate is faced with a problem or challenge they need to solve. A coach wishes to avoid the temptation to solve the problem for the delegate and wishes to invest in the delegate by helping them learn to solve the problem for themselves. The GROW model provides a simple framework to help a person explore solutions to a problem.

The GROW model was developed by Sir John Whitmore et al as a model for coaching others (adapted from “Coaching for Performance; The Principles and Practices of Coaching and Leadership, 5th Edition” by J Whitmore, Hodder & Stoughton General Division, 2017). We use it here adapted for problem solving.

1. Identify a problem or challenge that you are currently facing with completing or planning for a task
2. Work through the GROW model below for your identified problem and chart out your preferred option and way forward (including key steps)

The problem or challenge to be solved:

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**G – Goal**

**What is the Goal or Purpose that you would like to achieve as you solve this problem or challenge?**

NB – be as specific as you can. You might like to ask “What would good look like?” if you solved the problem?

**R – Reality**

**What are my current realities I need to face as I solve this problem or challenge?  
How am I placed currently? What are the likely outcomes? What are my strengths, weaknesses, likely changes?**

**O – Options**

What are the possible ‘Options’ you could take to solve this problem or deal with this challenge?

NB list as many as possible (brainstorm) and make a quick assessment of the pros and cons of this option

Possible Option	Pros / Positives	Cons / Negatives

**Choose two or three of these options and explore them more fully.**

NB The better you explore or exploit these options the more confident you may be.

**Option 1:** \_\_\_\_\_

Why would this be a good option?	Why would this not be a good option?

**Option 2:** \_\_\_\_\_

Why would this be a good option?	Why would this not be a good option?

**Option 3:** \_\_\_\_\_

Why would this be a good option?	Why would this not be a good option?

### **W – Way Forward**

Based on exploring the options what is the best Way Forward

**What are the key steps that you will need to take to move this forward and by when do you need to have these steps completed?**

What are the key steps that you will need to take to move this forward?	What date should this be completed by?