

GROW conversation

Goal · Reality · Options · Will. Coach does not solve it for them. At least five options, including the ugly ones. End with what / when / who.

Date _____

Stuck point in one sentence _____

G · Goal

What do you want to be true by the end of this conversation? If this stuck point were gone Friday, what would you be doing instead? What does a good week look like in numbers?

R · Reality

What's actually happening — not what you meant to do? How many conversations last week vs. planned? What's the story you're telling yourself? Who else is in the picture?

O · Options (write five — including ones you don't like)

1. _____
2. _____
3. _____
4. _____
5. _____

What else? (smallest version that still counts) _____

W · Will

Which option are you actually going to do? If it's under a 7 out of 10 on "I will actually do this," pick a smaller will.

What

When (day and time — not "this week") _____

Who knows besides you _____

What I will text my coach when it's done _____

Likelihood I'll do this (1–10) _____

Coach: after option one, say “what else.” After option three, still say “what else.” Do not rescue them at option two.