



SESKAT. Development of Social and Emotional Skills in Adult Training
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GROW Quest

**SESKAT Training
Toolbox**



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Description

This activity is suitable for individual or one-to-one settings. This tool is based on the GROW (Goal, Reality, Options, Will) coaching model, offering a series of structured questions that guide individuals through a self-exploration journey. It's designed to help individuals navigate through discussions about personal challenges, ambitions, or aspirations, following the GROW sequence.

Objectives

- To help individuals clearly define their aspirations and objectives
- To facilitate a deeper understanding of their current situation
- To encourage the exploration of various paths and solutions
- To motivate individuals to take concrete steps towards their goals

Connection with Soft Skills and Emotional Intelligence

This tool enhances emotional intelligence and soft skills by developing empathy, improving communication, and building self-awareness. Through attentive listening and understanding people's perspectives, this activity promotes the development of understanding and empathy between individuals. It encourages participants to ask insightful, open-ended questions that encourage deeper conversations, thereby improving communication between them.



Resources and Materials

This activity should take place in a quiet, comfortable space. The materials needed are:

- List of GROW Model Questions provided below; could be printed or written on individual pieces of paper (one question per piece of paper)
- Note-taking materials for both parties to record insights and action plans.

Steps

01

2 minutes: Create a comfortable environment and explain or read about the GROW (Goal, Reality, Opportunity, Will) model. More details are in the Annex below.

02

Split people into groups of 2. If you are alone, you can follow the questions by yourself and answer them in a notebook.

03

The participants respond to the questions, taking their time to answer them. In a group, give 3 minutes per question. If you are doing this alone, take all the time you need to answer the questions.

GROW Question Sequence (15 minutes each):

Goal:

"What specific problem or aspiration would you like to focus on today?"

Reality:

"What is your current situation regarding this goal? What have you already tried or achieved?"

Options:

"What potential options or strategies do you see for moving forward towards this goal?"

Will (or Way Forward):

"What steps will you commit to taking? By when do you plan to take these steps?"

04

10 minutes: Discuss insights from the questions and formulate a concrete action plan.

05

Switch people and repeat.

Learning Outcomes

Doing this activity results in:

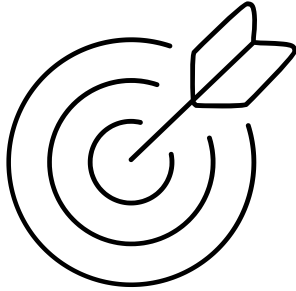
- Improved ability to identify and articulate clear, achievable goals
- Enhanced understanding of their current reality and challenges
- Identification of multiple options and paths forward
- Development of a practical and time-bound action plan

"GROW Quest" offers a systematic approach to coaching conversations, aiding coaches in guiding individuals through a meaningful process of self-discovery and action planning, firmly rooted in the principles of the GROW model.



GROW Model

The GROW model stands for Goal, Reality, Options, and Will (or Way Forward). It's a method used primarily in coaching to guide conversations in a productive and goal-oriented manner.



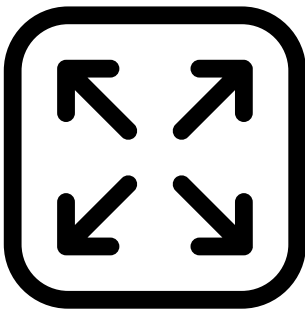
Goal

This stage involves identifying and clarifying what the individual wants to achieve. The focus is on setting specific, measurable, and achievable goals. It's about understanding the desired outcome of the coaching session or the broader aspirations in life or work.



Reality

Here, the individual examines their current situation in relation to the goal. This includes discussing what's happening now, what actions have been taken so far, and what challenges or obstacles have been encountered. It's a reality check to provide a clear understanding of where they stand.



Options

This stage explores the possible actions or paths that can be taken to reach the goal. It involves brainstorming and considering different strategies, solutions, or changes needed to move forward. It's about opening up possibilities and looking at things from various angles.



Will (or Way Forward)

The final stage is about committing to specific actions. It involves deciding which steps the individual will take, setting deadlines, and establishing accountability. This stage turns the discussion into a concrete plan of action.