

# The Art & Science of Coaching

8<sup>th</sup> Annual Eden Alternative<sup>®</sup> International Conference

Kim Schmidt  
Leader, Resident Care Services  
Sherbrooke Community Centre

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## The GROW Model

			
Goal	Reality	Obstacles / Options	Way Forward
G	R	O	W

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## Goals

*"If you can dream it,  
you can do it".*  
Walt Disney

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## Goals



- ☞ Determine the goal of the session/conversation
- ☞ Establish the goal or goals related to the issue at hand

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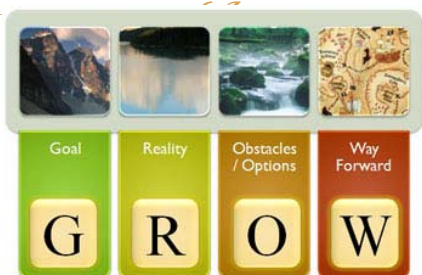
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## The GROW Model



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## Reality



*"We don't see things the way they are,  
we see things the way we are".*  
The Talmud

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## Reality



- ☞ Clarify the current situation
- ☞ Probe new levels or deeper awareness
- ☞ Ask about what actions have been taken so far

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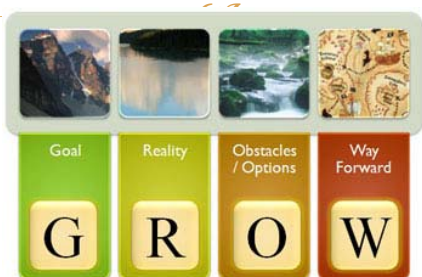
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## The GROW Model



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## Options



*"If at first the idea is not absurd,  
then there is no hope for it".*  
Albert Einstein

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## Options



- ☞ Create and list as many alternative options as possible
- ☞ Explore barriers and negative assumptions
- ☞ Explore and sort options

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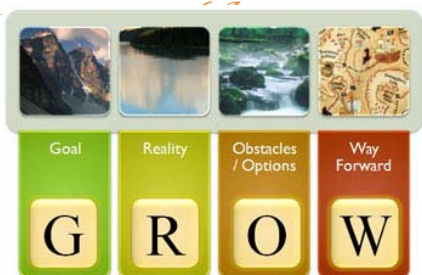
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## The GROW Model



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## Way Forward



*"Learning is defined as a change in behaviour. You haven't learned a thing until you take action and use it".*

Don Shula and Ken Blanchard  
*Everyone's a Coach*

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## Way Forward

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- ❧ Convert the discussion to a decision
  
- ❧ Make a plan

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*"Never do for others what they can do for themselves".*

The Iron Rule

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## Resources

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- ❧ Coaching for Performance, John Whitmore
- ❧ The Heart of Coaching, Thomas Crane
- ❧ Coaching Out of the Box  
<http://www.coachingoutofthebox.com/our-goods/tools/videos>
- ❧ International Coach Federation  
<http://www.coachfederation.org/>

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