



Day 5 Assignments:

Assignment 15:

Write down three or four problems you are facing right now. For example:

- I'm not getting on very well with my partner.
- I'm lonely.
- I'm stuck in a job I hate, and I feel I'm going nowhere.
- Why can't I afford a holiday abroad like my neighbour?

Rephrase them into great questions. Write them down the left side of a piece of paper (or a page in your Self-Coaching Journal).

Remember, great questions tap into your creative resources, generate alternatives, move you out of the problem state, and shift your attention to a more positive, practical point of view. For example:

- How can I explore the situation with my partner so we can find new, better ways of relating?
- What could I do to meet new people and make new friends?
- How can I find a new job, that I would enjoy and would give me the prospect of a better future?
- What would it take for me to have a holiday abroad this year?



Assignment 16:

Now answer your own questions. Focus on each question one at a time and write down any ideas or solutions that come to you on the right-hand side of the page.

When you've thought of a range of options, choose which ones to commit to, and complete **Goal Agreement with Self (Day 4 assignment last page)**. Follow the GROW method through and put your plan into action.

PROBLEM TRANSLATED INTO GREAT QUESTIONS	IDEAS/SOLUTIONS



Assignment 17:

This is the most **IMPORTANT** assignment of the entire 5 days.

Before you can get rid of your limiting beliefs, you must become aware of their existence. As they are largely subconscious, this is often easier said than done.

The most damaging belief is that you are the way you are, it is fixed and cannot change. But the most important attributes of successful people – confidence, a positive attitude, courage and determination and so on – are learned through experience.

Write down six limiting beliefs about yourself in the left-hand column below, such as I'm too shy, it's too late to change, I'm not clever enough, I'm too hard on myself, etc. If there isn't enough room, continue on a separate sheet.

Then write in the right-hand column what you would like to believe instead of these disempowering beliefs.

Some limiting beliefs about myself	What I would like to believe instead



The GROW Model of Coaching and Mentoring

The GROW Model is a simple yet powerful framework for structuring your coaching or mentoring sessions.

GROW stands for:

- Goal.
- Current Reality.
- Options (or Obstacles).
- Will (or Way Forward).

The model was originally developed in the 1980s by business coaches Graham Alexander, Alan Fine, and Sir John Whitmore.

A good way of thinking about the GROW Model is to think about how you'd plan a journey. First, you decide where you are going (the goal), and establish where you currently are (your current reality). You then explore various routes (the options) to your destination. In the final step, establishing the will, you ensure that you're committed to making the journey, and are prepared for the obstacles that you could meet on the way.

How to Use the Tool

To structure a coaching or mentoring session using the GROW Model, take the following steps:

1. Establish the Goal

First, you need to look at the behaviour that you want to change, and then structure this change as a goal that you want to achieve.

Make sure that this is a SMART goal: one that is Specific, Measurable, Attainable, Realistic, and Time-bound.

When doing this, it's useful to ask questions like:

How will you know that you have achieved this goal? How will you know that the problem or issue is solved?



Does this goal fit with your overall career objectives?

2. Examine the Current Reality

Next, describe your current reality.

This is an important step. Too often, people try to solve a problem or reach a goal without fully considering their starting point, and often they're missing some information that they need in order to reach their goal effectively.

As you tell/think about your current reality, the solution may start to emerge.

Useful coaching questions in this step include the following:

What is happening now (what, who, when, and how often)? What is the effect or result of this?

Have you already taken any steps towards your goal?

Does this goal conflict with any other goals or objectives?

3. Explore the Options/Obstacles

Once you have explored the current reality, it's time to determine what is possible – meaning all of the possible options and obstacles for reaching your objective.

Brainstorm as many good options as possible. Then, discuss these decide on the best ones.

Typical questions that you can use to explore options are as follows:

What else could you do?

What if this or that constraint were removed? Would that change things?

What are the advantages and disadvantages of each option?

What factors or considerations will you use to weigh the options?

What do you need to stop doing in order to achieve this goal?

What obstacles stand in your way?



4. Establish the Will

By examining the current reality and exploring the options, you will now have a good idea of how you can achieve your goal.

That's great – but in itself, this may not be enough. The final step is to commit to specific actions in order to move forward towards your goal.

Useful questions to ask here include:

So, what will you do now, and when? What else will you do?

What could stop you moving forward? How will you overcome this?

How can you keep yourself motivated?

When do you need to review progress? Daily, weekly, monthly?

Finally, decide on a date when you'll review your progress. This will provide some accountability and allow you to change your approach if the original plan isn't working.