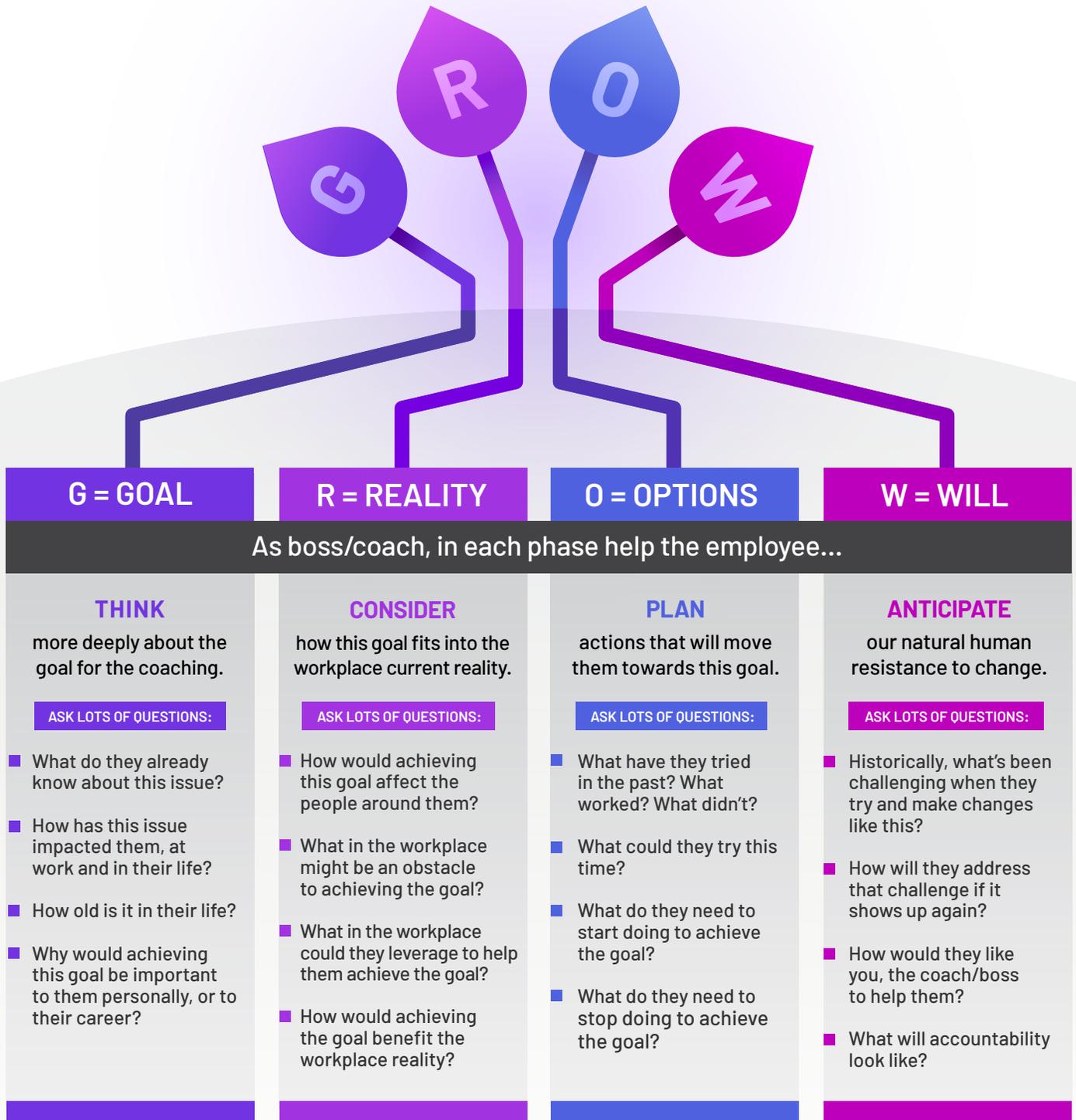




# Coaching Your People

The G.R.O.W. model was developed in the 1980's by Sir John Whitmore who is considered the grandfather of leadership coaching.

## Using the G.R.O.W. Model to Coach Your People



# Coaching Behaviors

Coaching is not managing. You become a valued coach when you...



Listen, don't advise.



Encourage them to learn by trying.



Agree that an attempt is better than no attempt.



Help them make meaning from their attempts.



Notice and celebrate small changes.



Remain encouraging.



Acknowledge that growth is incremental



Ask open-ended questions.

\*All questions on previous page are open-ended.



To learn more, listen to episodes [#26 Questions as Leadership](#), and [#83 Leadership and Listening](#) of Essential Communications' *The Look & Sound of Leadership* podcast.