



## Simple Coaching Models

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### 1. GROW Model

**G – Goal** - Define the objective. - Clarify what success looks like.

**R – Reality** - Current situation. - Barriers or constraints.

**O – Options** - Possible actions. - Resources needed.

**W – Way Forward** - Next steps. - Timeline + follow-up.

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### 2. AAA Model (Ask → Align → Action)

**Ask:** Understand the situation.

**Align:** Connect to team/organization goals.

**Action:** Agree on next steps.

*Sample Questions:*

- “What’s the challenge?”
  - “How does this tie to our goals?”
  - “What’s your first step?”
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### 3. SBI Feedback + Coaching Questions

**Situation:** When/where.

**Behavior:** What you observed.

**Impact:** Effect on team, work, or goals.

*Follow-Up Coaching Questions:*

- “How do you see it?”
  - “What will you do differently next time?”
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### 4. 3F Model (Focus → Find → Forward)

**Focus:** Define the issue.

**Find:** Explore what’s getting in the way.

**Forward:** Identify next steps.



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## Leader Instructions for Use

- Pick one model and use it consistently for 2–3 weeks.
- Apply during 1:1s, check-ins, or feedback moments.
- Keep questions open and concise.
- Goal: build employee problem-solving and ownership.

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## Optional Team Challenge

1. Select a model.
2. Use it in two conversations per week.
3. Share a success story at the next team meeting.

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