

Coaching on Goal Setting

Building a Clear Path Toward Desired Career Goals

Values Exercise (Handout Pages 1 and 2)

Step 1: Place a **check mark** in the boxes of the values that fit you well and an **X** in the boxes that do not fit you well.

Step 2: Considering only the boxes with the check marks, choose your Top 15 Values, and number these boxes 1 – 15.

Step 3: Considering your Top 15 Values, use a second check mark to select your Top 10 Values.

Step 4: Considering your Top 10 Values, use a third check mark to select your Top 5 Values.

Step 5: Keep your Top 5 Values in mind as you engage in goal planning.



What is the GROW Model?

Developed by Sir John Whitmore (Race Car Driver, Leader, Coach)



Straight forward and structured coaching framework



Guides personal and professional development



GROW is an acronym that stands for:

Goal

Reality

Options

Will or What's next

G = Goal

Key Question: What do you want to achieve?

Professional examples:

- Obtain a new job
- Become a leader/manager
- Improve knowledge, skills, and abilities



Goal: Handout Page 3

- What is one professional goal that you want to achieve in the next 3-6 months?
- What would success look in the next 2 – 4 weeks?





R = Reality

Key Questions: Where are you now regarding your goal, or what is your current situation?

Professional examples:

- What education and/or training is needed?
- What skills do you currently have?
- What barriers do you need to overcome?

As You Consider
Your Goal...
(Handout Page 3)

What resources do you have
right now that will help you to
accomplish your goal?

What gaps do you need to fill,
and/or what are barriers do you
need to overcome?

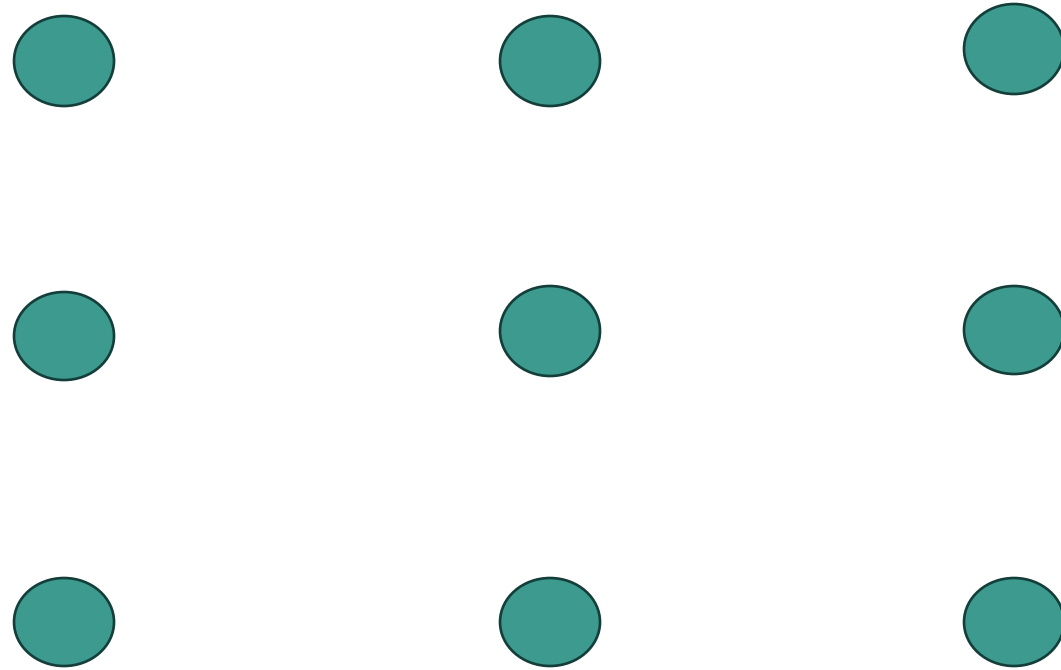


O = Options

Key Question: What can you do to achieve your goal?

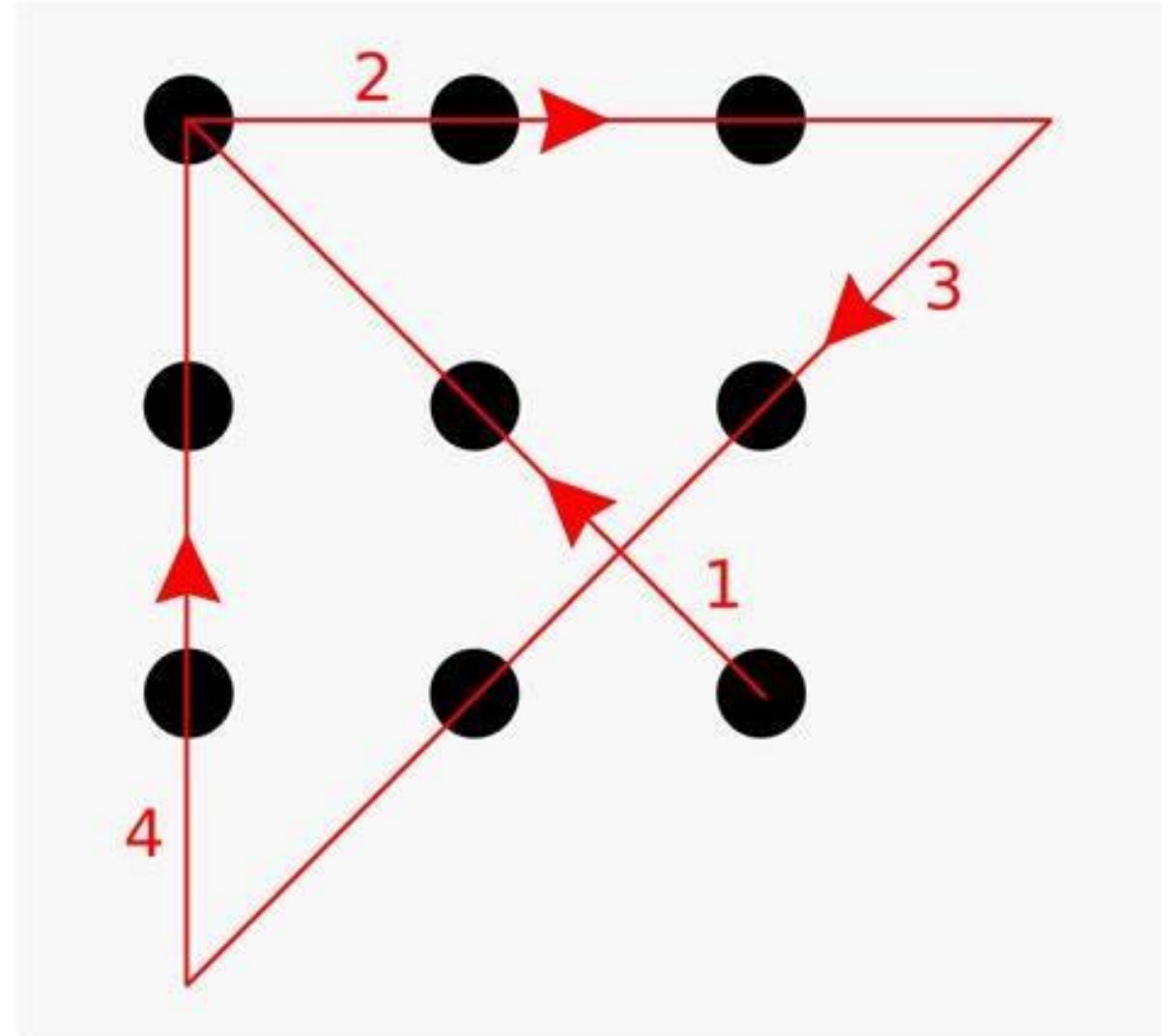
- **Brainstorm many possibilities:**
- Additional certifications
- Find a mentor or coach
- Volunteer for leadership roles

Options Exercise: Nine Dot (Handout page 5)



Join the nine dots by using four straight lines only; your pen/pencil can't leave the page.

Nine Dot Solution



Options: Handout Page 4

- What 3 things can you do now to accomplish your career goal?
- What else could you do (write down 2 more options?)
- If there were no barriers what else would you do?
- Who can help you?

W = Define the Way Forward

Key Questions: What will you do and what kind of support do you need?

Action Planning:

- Commit to 1–2 next steps
- Set a timeline (SMART Goal Planning)

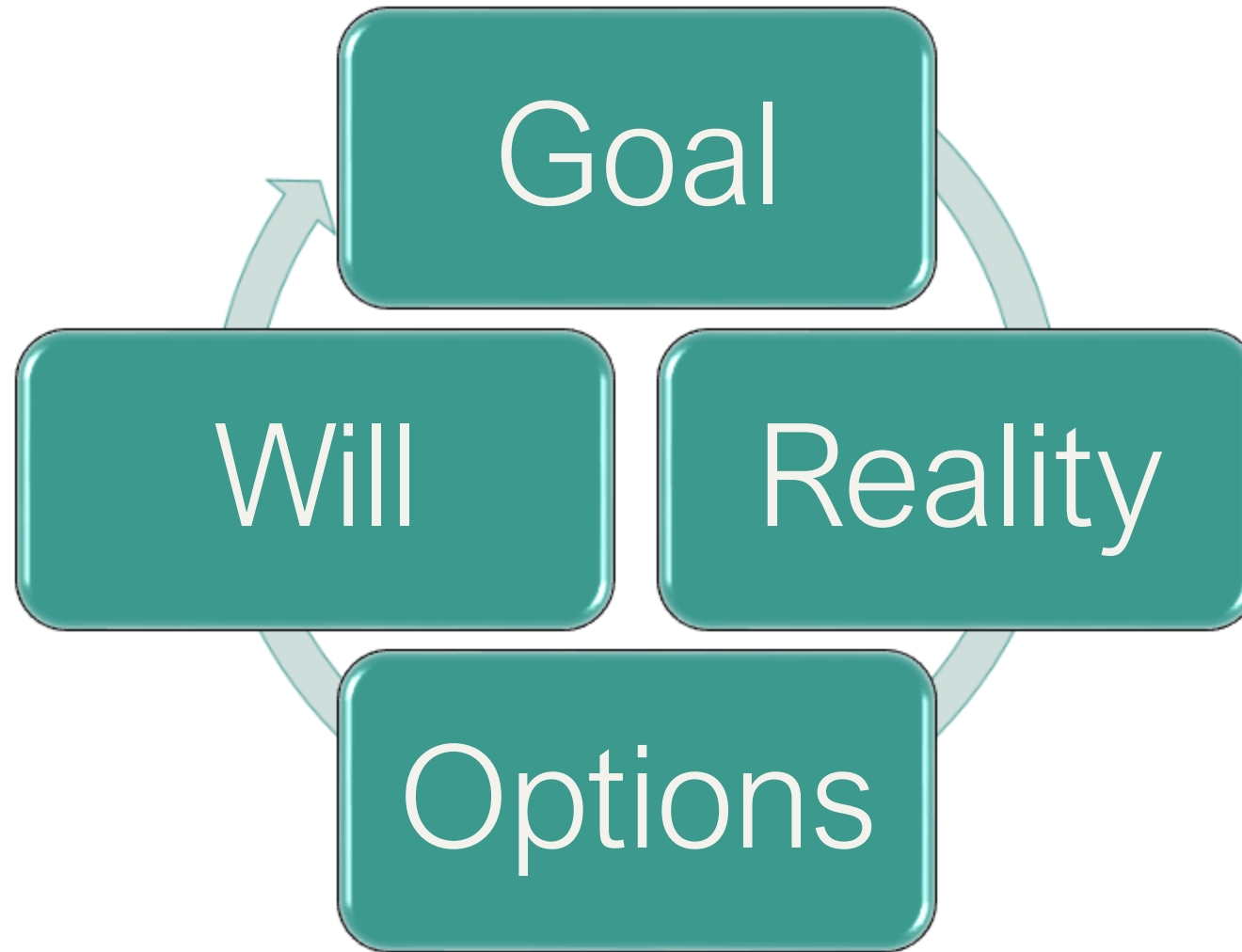


What is one step you can take within the next 7 days that will move you towards achieving your career goal?

Way Forward: Handout Page 4

- What is one step you can take within the next 7 days that will move you towards achieving your career goal?
- How will you stay accountable ?

Putting it Together



Reminder: It's a cycle — keep adjusting as you GROW.

My Personal Case Study: Getting My LCSW

Scenario:

Goal: Become a Licensed Clinical Social Worker

Reality: Failed the exam twice, Retakes cost time and \$\$\$

Options: 1) Keep taking practice tests, 2) Listen to practice test question during commute, and 3) Learn how to take the exam

Will: I committed to learning how to take the exam

Final Reflection

What is one insight that you will take away from our discussion on your personal career development?

Tips for Professional Success



- Document goals regularly
- Reevaluate every few months
- Set and celebrate small and large milestones



Thank you! Are there any questions?

References

- Jubaedah, E., & Kurniati, T. (2024). Implementation of Coaching Using the GROW Model Approach in CPNS Training. *EAI Computing & Communication in Emerging Regions - CCER*, 1–9.
- Panchal, S., & Riddell, P. (2020). The GROWS model: Extending the GROW coaching model to support behavioural change. *Coaching Psychologist*, 16(2), 12–24. <https://doi.org/10.53841/bpstcp.2020.16.2.12>

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Personal Values Exercise

Independence – ability to be self-directed in one’s thoughts and actions	Happiness – feelings of contentment, satisfaction and/or fulfillment	Pleasure – enjoyment, delight, satisfaction or fulfillment	Recognition – acknowledgement and/or validation
Integrity – firm adherence to moral code and/or set of values, walking the talk	Religion – a specific system of belief or worship	Fairness – placing importance in justice, decency, and equality	Education – placing importance on learning and education
Achievement – places importance on the fulfillment of activities, goals, tasks or work	Family – connection to immediate or extended relations	Safety – a concern for the security and well-being of oneself and/or others.	Environment – awareness and appreciation of natural resources.
Challenges – things or situations that test a person’s thoughts and abilities	Power – strength, superiority, dominance and/or authority	Wealth – richness in terms of assets or money	Play – imagination, spontaneity; the ability to be amused
Competence – ability to solve problems, demonstrates mastery	Privacy – the need for solitude or separateness	Autonomy – places importance on freedom, independence and individual discretion	Fame – recognition by others, desire to be well-known
Ethics – valuing moral standards	Cooperation – placing importance on working together to achieve results	Diversity – appreciates and respects individual differences	Meaningful Work – doing and providing work that has a purpose and/or significance
Stability – taking on day-to-day activities in a calm and consistent manner	Order – Adherence to a system, protocol, or code	Service – placing important on serving others with quality and value	Leadership – the ability to create relationships to complete a stated goal or mission
Change – a shift from one state, stage, or phase to another	Creativity – placing importance on imagination, inspiration and inventiveness	Health – placing importance on physical and emotional well-being	Excitement – things that engage attention and or emotion in a living, stimulating and compelling way
Philanthropy – giving of monetary gifts to benefit others	Flexibility – the ability to adapt to environments, situations, or changes	Community – a group of people with a common background or characteristic or with shared interests	Loyalty – allegiances to people organization, ideals, and causes, etc.

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Faith – belief in something, someone, or even a high power	Adventure – seeks out and/or participates in exciting events that involve uncertainty	Status – placing importance on the rank or position of something in a relationship or group	Honesty – telling the truth, does not engage in deception, is forthright and candid
Competition – comparison of self, team, or organization against oneself or another	Freedom – no obligations, ability to make choices	Money – financial assets, the accumulation of wealth	Excellence – pursuit of the highest level of optimal performance
Relationships – positive connections between and among co-workers	Friendship – strong ties with co-workers	Decisiveness – the ability to make decisions firmly, clearly, and conclusively and in a timely manner	Helping Others – placing importance on assisting other people
Spirituality – appreciating the need to understand one's inner self and its relationship to life	Security – the feeling of being protected or safeguarded from danger, a sense of comfort	Custom Value -	Custom Value -

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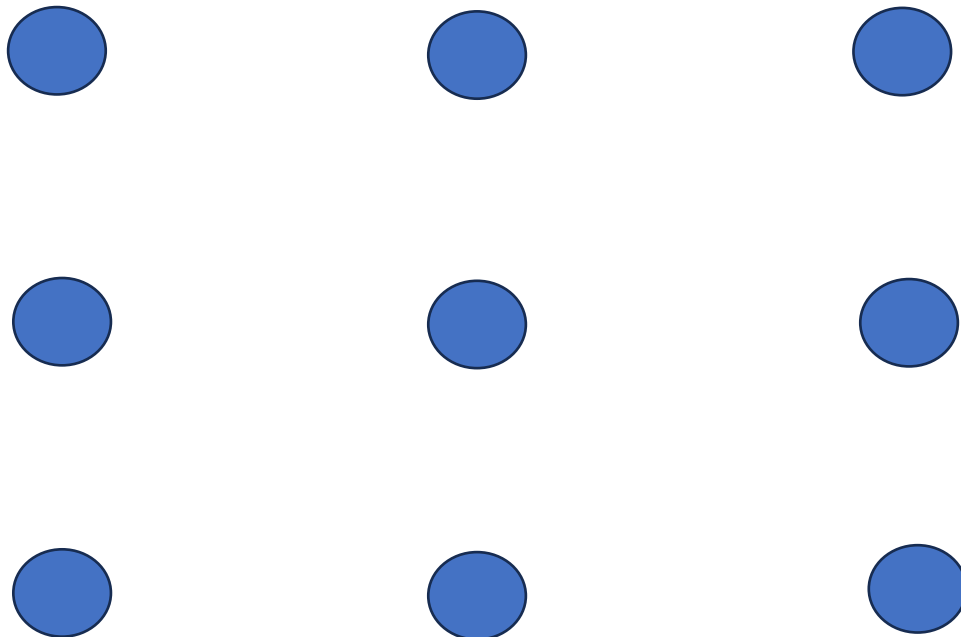
Goal(s) – What do you want?
Reality – What's happening now?

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Options – What might you do?

Way Forward – What will you do?

Options Exercise: Nine Dot



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