



**Digital  
Advocacy Hub**

# **Personal development**

The GROW model



**Easy  
Read**

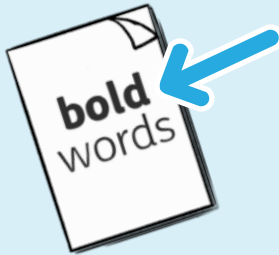
# Easy Read



This is an Easy Read version of some information. It may not include all of the information but it will tell you about the important parts.



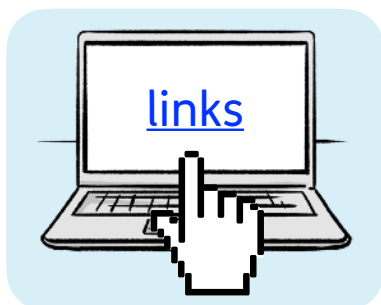
This Easy Read booklet uses easier words and pictures. Some people may still want help to read it.



Some words are in **bold** - this means the writing is thicker and darker. These are important words in the booklet.



Sometimes if a bold word is hard to understand, we will explain what it means.



Blue and underlined words show links to websites and email addresses. You can click on these links on a computer.

# What is in this booklet

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# About this booklet



This information is from the n-compass Digital Advocacy Hub.

At n-compass, we think everyone should have the chance to:



- Make choices and changes that will improve their life.



- Improve their **wellbeing**.  
**Wellbeing** is the way you think and feel about life. Improving your wellbeing can help you to enjoy life more.



You can improve your wellbeing through **personal development**.



Part of personal development is learning and using the **GROW** model.



**GROW** stands for Goal, Reality, Options and Will.

This booklet will explain:



- What the GROW model is.



- How you can use it.

# The GROW model



**GROW** stands for  
**G**oal, **R**eality, **O**ptions and **W**ill.



The GROW model is a way of setting and reaching your personal development goals.

It has 4 steps:



1. **G**oals - work out what your personal development goals are.



2. **R**eality - think about what your life is like now.



3. **Options** - find out the different ways you could reach your goals.



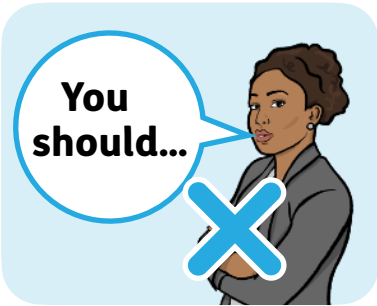
4. **Will** - decide that you are going to try and reach your goals.

# Using the GROW model



If you have an **advocate**, they will help you to use the GROW model.

An **advocate** is someone who helps you to speak up or speaks up for you.



They will not tell you what you should do or what your personal development goals should be.



But they will help you understand the steps of the GROW model and ask you some questions to help you.



# 1. Goals



If there is anything that you want to change or improve in your life, you can set a goal.

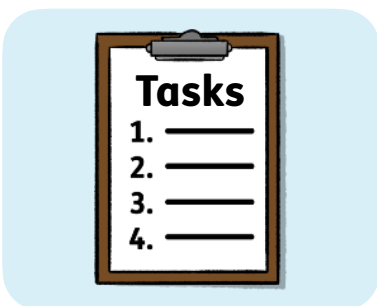


Your advocate will help you think about your personal development goals.

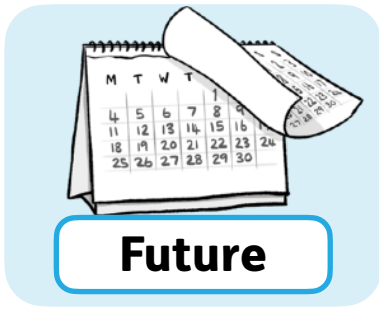


Your advocate may ask you some questions to help you think about this, like:

- What do you want to achieve?



- Can you break your goals down into smaller tasks?



Your advocate may also ask you where you want to be in the future.

## 2. Reality



Before you begin to work towards your goals, it is helpful to think about what your life is like now.

Your advocate may ask you some questions to help you think about this, like:



- Who are the important people in your life?



- Who can help you with your goals?

Your advocate may also ask you:



- What problems do you have now that might stop you from reaching your goals?



- What skills will you need to reach your goals?

### 3. Options



Now you can think about different ways you can reach each goal.



You may have many ideas already.



No idea is a bad idea.

Your advocate may ask you some questions to help you think about some ideas if you are struggling, like:



- How could you reach this goal?



- How have other people reached this goal?

## 4. Will



Once you have decided how you are going to reach your goals, you need to work to reach them.



You can come up with a list of **actions**.

**Actions** are what you are going to do to reach your goals.

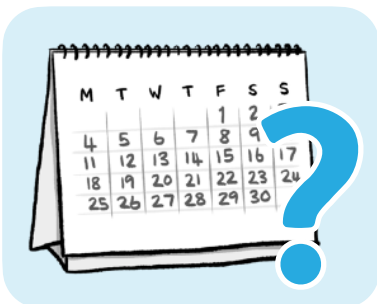


You then have to decide that you will complete your list of actions.

Your advocate may ask you some questions to help you think about this, like:



- What will you do next?



- When will you start?



- How will you feel when have completed an action?

# Meeting your advocate



If you already have an advocate you can meet them in a place that suits you, like your home.

# Find out more



The n-compass Digital **Advocacy** Hub gives free and fair information about lots of different parts of life.

Remember, **advocacy** is helping people to speak or speaking up for them.



n-compass runs advocacy services across the north of England.



You can find out if we run services near you on our website:  
[www.n-compass.org.uk/our-services/advocacy](http://www.n-compass.org.uk/our-services/advocacy)



Or you can speak to us using the Sign video website:  
[www.ncompass.signvideo.net](http://www.ncompass.signvideo.net)