

Personal Development – The “GROW” model

WHAT IS PERSONAL DEVELOPMENT?






Personal development is a common phrase applied to a process that takes many forms, depending on the individual, their circumstances and crucially, the decisions they take for their own lives.

At n-compass we believe that most people have agency in their own lives: choices about the direction they want to take and the person that they want to become. People make decisions to bring about change, the result of positive decision making can improve emotional and mental wellbeing, as well as a better set of personal circumstances.

We aim to support you to grow and lead a happier, more productive and more enjoyable life, whilst recognising that individual circumstances and personal goals are different.

We aspire to give you information and practical techniques that you can use in your own life, perhaps with some support, to take steps to enrich your life and fulfil your potential.

Some of the interesting techniques for a growth mindset include:

-  Empowerment
-  The “GROW” model
-  Decision making
-  Change
-  Self-determination

There are many concepts, theories and techniques related to personal development. The five listed above, taken together, form a holistic methodology to effect personal development.

What is the “GROW” model

The GROW model is a simple and intuitive coaching technique that can be used as a framework for personal development. GROW stands for Goal, Reality, Options and Will.

GROW is like planning a trip – you identify where you want to go (Goal), and you consider where you currently are (Reality). You then consider the Options for getting from A to B, before committing to the trip with a Will to get there.

The n-compass advocacy team members are trained to support you to apply the GROW model in your own life.

How does it work?

The GROW model is one of the easiest coaching models to remember and also to apply in practice. It is a very good model to use if you are new to coaching.

The GROW model helps you to think about your current situation, your desired future and what steps can be taken to join them together. The model enables you to identify what is important to you and what are your best options moving forward.

Your n-compass advocate can act as a coach for you and ask you questions that will help you through the process, to come up with a path. You are the expert in your own life, your coach does not give you advice, but they can help you clarify your own plans.

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Goals

Your coach can help you think about what goals you have for the future. They could be around your personal circumstances, your career, even your emotional wellbeing. If there is anything that you want to change in your life, you can set a goal. The sorts of questions you could think about might be:-

- 🗣️ What is it that you want to achieve?
- 🗣️ How far do you want to have progressed towards your goal in the next 12 months?
- 🗣️ What smaller steps can you take?
- 🗣️ What is your vision for yourself?
- 🗣️ How will you know when you have succeeded?
- 🗣️ How can you measure your success?
- 🗣️ How will you know when your problem is solved?

Reality

Questions in this area can enable you to have a clear understanding of your current situation. Your coach might ask questions to widen your perspective, to enable you to have a broad basis from which to aim for your goals. You may prefer to speak about your current reality before you consider your goals.

- 🗣️ What are your current circumstances?
- 🗣️ Who are the important people in your life?
- 🗣️ Who is there in your life that can help you with your goals?
- 🗣️ What obstacles do you have moving forward and what can you do to address them?
- 🗣️ How do you think others would describe your current situation?
- 🗣️ What skills do you possess that will help you to move forward? What other skills do you think you need?
- 🗣️ Which of your personal attributes will help you? Which ones might hinder you?

Options

This is your chance to think creatively about all the options that you have to move from your current reality to your goal, all the ideas that can bridge the gap from A to B.

Express all the things that cross your mind, all the ideas you can think of. Let ideas flow, there are no wrong answers at this point, in fact, sharing an unusual or odd idea is an excellent trigger for other ideas. Sample questions might be:-

- 🗣️ How can you get from here to there?
- 🗣️ What options spring to mind?
- 🗣️ What other options do you have?
- 🗣️ How can you achieve that goal?
- 🗣️ Is there an interim step that would assist you?
- 🗣️ What skills do you have that will help you?
- 🗣️ Think of someone you admire – what advice would they give you?
- 🗣️ Who is your biggest supporter? What would they say?
- 🗣️ Do you know anyone else who has achieved this goal? How did they do it?

Will

This is your chance to commit to your goals. Your coach can help you prepare a set of actions and help you to commit to them. You will go over the options, picking those that take you on your path, and then identify the steps that you are going to take. By stating your actions verbally to your coach and by writing them down, you will have increased your commitment to your goals and increased your likelihood of achieving them.

- 🗣️ What will you do next?
- 🗣️ When will you start?
- 🗣️ What will it feel like to achieve the first step?
- 🗣️ Who will you tell about your plan and how can they help you?
- 🗣️ When can you give me an update?
- 🗣️ How will you celebrate your first success?
- 🗣️ How will it feel when you have achieved this?

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What do n-compass’ advocates do?




If an advocate has been appointed to support you, they can meet you in your own home, or at place that is more convenient or private for you.

Personal development support is free and confidential. It is consent-based, your advocate will only work on your behalf if you instruct them to do so.

Advocacy work undertaken is also free and confidential, there are several different types of advocacy work, including Self Advocacy, alongside n-compass’ personal development initiatives.

The only time that your advocate will speak about you or speak on your behalf without your permission is if you say you have been harmed, or were going to harm, yourself, or someone else.

In all cases, an advocate will

-  Listen carefully to what you tell them about your views and feelings.
-  Support you to speak up or speak up on your behalf if needed.
-  Make sure you are involved in decisions being made about you.

How can I make a referral?

Health and social care professionals have a duty to refer clients to an advocacy service in some circumstances and a discretionary power to refer to advocacy in other circumstances.

If you are a health and social care professional and you are unsure whether to make a referral, please contact us.

If you are an individual who would like advocacy or self-development support, please contact us and we can direct you to suitable support options to assist you with your personal development journey.



TO LEARN HOW ADVOCACY
CAN HELP PLEASE GET IN TOUCH

The n-compass Digital Advocacy Hub provides free and impartial information on a range of common advocacy issues. n-compass delivers several advocacy services across the north of England.

To find out if we deliver in your locality

Website www.n-compass.org.uk/our-services/advocacy
Sign video ncompass.signvideo.net/