



**INTERNATIONAL  
INSTITUTE OF  
INFLUENCERS**



# PROJECT REPORT

**Name of the Course: INTERNATIONAL MASTER DIPLOMA IN GUIDANCE  
& COUNSELING**

**Conducting Organisation: International Institute of Influencers (III)**

**Title of the Project: The GROW Coaching Model: Empowering Students for  
Success**

**Criteria for doing the project: Structured Approach & Analytical Evaluation for  
Workplace Through Guidance-Coaching & Counselling**

**Submitted To: Dr. SHAMA Hussain, Founder & CEO of III**

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**Name of the Candidate:**

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**Name of the Organisation: Holy Redeemer School of Kalookan, Inc.**

## I. Introduction:

This research project explores the application of the GROW (Goal, Reality, Options, Will) Coaching Model in empowering students to achieve academic and personal success. The GROW Model, a widely recognized coaching framework, is designed to help individuals set and achieve goals by guiding them through a structured thought process. The project aims to assess the effectiveness of this model in an educational setting, with a focus on enhancing student performance, motivation, and self-efficacy.

The GROW coaching model, developed by John Whitmore in the late 1980s, is a simple yet powerful framework used to guide coaching conversations and facilitate goal-setting and problem-solving. GROW stands for Goals, Reality, Options, and Will. This model is widely recognized for its effectiveness in various fields, including education, where it is used to support student development and achievement.

Student success in education is often influenced by their ability to set realistic goals, understand their current situation, explore potential solutions, and commit to action. The GROW Coaching Model provides a structured framework that can be effectively applied to help students navigate these challenges.

## **GOALS**

The first step in the GROW model involves establishing clear, specific, and achievable goals. This step focuses on what the student wants to achieve. Questions used in this phase include:

- What do you want to accomplish?
- How will you know when you have achieved your goal?
- What does success look like to you?

## **REALITY**

In the Reality phase, the current situation is examined to understand where the student stands in relation to their goal. This involves an honest assessment of the student's current performance, resources, and challenges. Key questions include:

- What is happening now?
- What have you tried so far?
- What obstacles are you facing?

## **OPTIONS**

The Options phase is about exploring the various strategies and pathways the student can take to achieve their goal. This step encourages creative thinking and brainstorming.

Questions to consider are:

- What are the different ways you can achieve your goal?
- What are the pros and cons of each option?
- Which option seems the most feasible and appealing?

## **WILL**

The final step, Will, involves creating a concrete action plan. This includes deciding on the steps the student will take, setting timelines, and identifying any support needed. Key questions include:

- What will you do next?
- When will you start?
- How will you stay motivated and on track?

## **II. Objectives**

- To implement the GROW Coaching Model in a student coaching program.
- To evaluate the impact of the GROW Model on student goal-setting, decision-making, and overall performance.
- To explore the benefits of the GROW Model in developing students' self-confidence and problem-solving skills.

### **Literature Review:**

The GROW Coaching Model, developed in the 1980s by Sir John Whitmore, is a popular coaching framework used in various contexts, including business, sports, and education. The model is based on four key stages:

- **Goal:** Defining clear, achievable objectives.
- **Reality:** Assessing the current situation and identifying obstacles.
- **Options:** Exploring possible strategies and solutions.
- **Will:** Committing to action and establishing accountability.

Studies by Grant (2003) and Passmore (2010) have demonstrated the effectiveness of the GROW Model in improving goal achievement and enhancing personal development. This research builds on existing literature by applying the model in an educational context, specifically targeting student empowerment.

### III. Methodology

The project was conducted in three phases: **Planning, Implementation, and Evaluation.**

#### Planning Phase:

- **Participant Selection:** Identified a diverse group of students from various academic backgrounds to participate in the coaching program.
- **GROW Model Training:** Provided training to coaches (teachers, counselors) on how to effectively apply the GROW Model in student coaching sessions.

#### Implementation Phase:

- **Coaching Sessions:** Conducted one-on-one coaching sessions with students using the GROW Model framework. Each session focused on guiding students through the four stages—Goal, Reality, Options, and Will.
- **Support Materials:** Developed support materials such as worksheets and guides to help students articulate their goals, assess their current situations, and explore potential options.

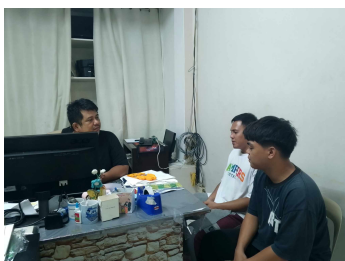
#### Evaluation Phase:

- **Performance Metrics:** Measured student performance before and after the coaching intervention using academic grades, attendance, and participation as key indicators.
- **Self-Efficacy Assessment:** Used surveys and self-assessment tools to evaluate changes in students' self-confidence and problem-solving abilities.
- **Feedback Collection:** Gathered feedback from both students and coaches to assess the perceived effectiveness of the GROW Model.

### Case Study: Implementing the GROW Coaching Model in High School Students

**Background:** The school identified that many students lacked motivation and clear goals, leading to poor academic results. To address this, the school introduced the GROW Coaching Model as part of a broader intervention strategy.

**Implementation:** Teachers and school counselors were trained to use the GROW Coaching Model during one-on-one sessions with students. Each session focused on helping students set specific academic goals, assess their current reality, explore various options for improvement, and establish a clear way forward.





1. **Goal Setting:** Students were encouraged to set SMART (Specific, Measurable, Achievable, Relevant, Time-bound) goals for their academic progress. For example, a student struggling in mathematics set a goal to improve their grade from a C to a B by the end of the term.
2. **Reality:** Students assessed their current situation, including their study habits, time management, and the challenges they faced in achieving their goals. This step helped students gain a realistic understanding of what needed to change.
3. **Options:** Together with their coaches, students brainstormed possible strategies to achieve their goals. Options included attending extra help sessions, forming study groups, and improving time management skills.
4. **Way Forward:** Students and coaches developed an action plan, which included specific steps the students would take, such as dedicating an extra hour each day to math practice. The plan also included regular check-ins to monitor progress and make adjustments as needed.

**Results:** The school reported significant improvements in the students' academic performance. Those who participated in the coaching sessions showed an average grade improvement of one letter grade. Additionally, students reported increased confidence and motivation, leading to a more positive attitude towards their studies.

The use of the GROW Coaching Model helped students not only improve academically but also develop valuable skills in goal-setting and problem-solving, which they could apply in other areas of their lives.

**Conclusion:** This case study illustrates how the GROW Coaching Model can be effectively used in an educational context to support student achievement and personal growth. By focusing on structured goal-setting and personalized support, the model helped students take control of their learning and achieve measurable improvements.

This real-life example underscores the effectiveness of the GROW Coaching Model in helping students set and achieve meaningful academic goals while fostering personal development.

#### **IV. Conclusion**

The research demonstrates that the GROW Coaching Model is a powerful tool for empowering students to achieve success in both their academic and personal lives. By providing a structured framework for goal-setting, decision-making, and action planning, the GROW Model helps students develop the skills and confidence needed to navigate their educational journey.

#### **V. Recommendations**

Based on the findings, it is recommended that:

- The GROW Coaching Model be integrated into regular student support services, such as counseling and academic advising.
- Teachers and counselors receive ongoing training in the GROW Model to ensure consistent and effective application.
- Further research be conducted to explore the long-term impact of the GROW Model on student success beyond the academic environment.

#### **References**

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## MEET YOUR GUIDANCE COUNSELOR



Hi my name is Mrs. Lorna A. Gomez. I am available to help you learn and develop to your highest potential.

I finished my Bachelor of Science in Education at Pamantasan ng Lungsod ng Maynila with Masteral Units in Administration & Supervision and Master Diploma in Guidance and Counseling. I worked with students & parents for more than 41 years.

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# THE GROW COACHING MODEL EMPOWERING STUDENTS FOR SUCCESS



## Michael S. Bermas

SHS COORDINATOR

I am a dedicated educator with a Bachelor of Science in Information Systems from Villagers Montessori College. Teaching has always been my passion, and over the past 12 years, I have built a career as a Licensed Professional Teacher, providing quality education to my students. I am committed to fostering a conducive learning environment and integrating technology into my teaching practices, which has helped me earn respect within the educational community. My experience across various educational settings has allowed me to consistently adapt and innovate, ensuring that I provide my students with the best possible education.

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