



**INTERNATIONAL
INSTITUTE OF
INFLUENCERS**



PROJECT REPORT

Name of the Course:

INTERNATIONAL MASTER DIPLOMA IN GUIDANCE & COUNSELING

Conducting Organization: **INTERNATIONAL INSTITUTE OF INFLUENCERS (III)**

Title of the Project: **Integrating the G.R.O.W. Model in Coaching: A Strategic Approach to Enhancing Guidance Services for Senior High School Learners**

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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"In coaching, the focus is on the journey, not just the destination. It's about discovering potential and embracing growth along the way."



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Integrating the G.R.O.W. Model in Coaching: A Strategic Approach to Enhancing Guidance Services for Senior High School Learners

The role of the Guidance Center in supporting senior high school learners is more critical than ever as they stand at a pivotal point in their educational journey, where the decisions they make and the challenges they face will significantly shape their future. To support them in this critical phase, it is essential to offer guidance services that are both strategic and holistic, addressing their personal, social, academic, and career development needs. Recognizing the needs of the learners, the North Fairview High School Guidance Center integrated the G.R.O.W. Model in coaching as a strategic approach to enhance the effectiveness of guidance services for Senior High School learners.

The G.R.O.W. Model is a well-established framework that guides individuals through a process of setting and achieving goals by helping them clarify their objectives (Goal), assess their current situation (Reality), explore possible paths forward (Options), and commit to actionable steps (Way Forward). By integrating this model into guidance counseling, counselors can provide more tailored and impactful support, helping learners navigate their personal challenges, academic pursuits, and career aspirations with confidence.

This strategic approach focused on the practical application of the G.R.O.W. Model in coaching sessions, targeting the specific developmental needs of senior high school learners. Through this, the Guidance Center aims to create a nurturing environment where learners are empowered to take charge of their growth and make informed decisions that will positively influence their future.

Implementation of the G.R.O.W. Model in Personal/Social Coaching



The implementation of the G.R.O.W. Model in personal/social coaching focused on helping learners develop self-awareness, interpersonal skills, and emotional resilience by guiding them through a process of setting personal goals, understanding their current situation, exploring options for improvement, and creating actionable plans for positive change.

The key focus of the guidance services that we implemented is to enhance learners' personal and social well-being by empowering them to take control of their development.

It aims to support students in building healthy relationships, managing stress, improving self-esteem, and developing a positive self-concept. The activities include individual coaching sessions, group workshops, and peer support groups. In individual sessions, I work one-on-one with the learners to identify their personal and social goals, assess their current realities, explore various strategies for improvement, and develop a plan for moving forward. On the other hand, we provided a collaborative environment where students can share experiences and learn social skills

through group workshops. Moreover, peer support group sessions were facilitated to offer a platform for learners' mutual encouragement and accountability. To ensure that the coaching process remains aligned with the student's evolving needs and goals, regular feedback and reflection were incorporated to the activities.



Integration of the G.R.O.W. Model in Academic Coaching and Intervention



The integration of the G.R.O.W. Model in academic coaching was designed to support senior high school learners in achieving their academic goals by providing a clear, structured approach to overcoming academic challenges. This strategy aims to help the learners identify academic objectives, assess their current performance, explore strategies for improvement, and create actionable plans to enhance their academic success.



The key focus of the guidance services that we implemented is to empower learners to take charge of their academic journey by developing effective study habits, time management skills, and problem-solving abilities. The goal is to foster a growth mindset and equip students with the tools they need to excel academically. The activities include one-on-one academic coaching sessions and interventions through seminar workshops.

During individual coaching sessions, I guide the learners in setting their academic goals, evaluating their current academic standing, and exploring various strategies to improve their academic performance. For the academic intervention, we conducted seminar workshops and presented topics such as effective study habits, exam preparation, and time management.



The academic coaching and intervention began with an initial academic assessment of the identified learners who were at risk of failing through coordination with the class advisers. I guide the learners to identify specific academic goals, such as improving grades or mastering a particular subject. The learner's current academic performance is then evaluated to identify strengths and areas for improvement. Together with the learners, we collaboratively brainstorm options for achieving these goals, such as adopting new study habits or learning new skills. Finally, a clear way forward is established, including specific action steps and regular follow-up sessions to monitor progress and adjust the plan as needed. The process is iterative, with ongoing reflection and adjustment to ensure the student remains on track to meet their academic goals.

Application of the G.R.O.W. Model in Career Development Coaching



The application of the G.R.O.W. Model in career development coaching for senior high school learners primarily focused on helping them navigate the complex process of career planning by offering a structured and personalized approach. This aims to guide learners through setting clear career goals, understanding their current skills and interests, exploring potential career paths, and developing actionable plans to achieve their future aspirations.

The key focus of the guidance services that we implemented is to empower students to make informed decisions about their careers, ensuring they align their educational choices and extracurricular activities with their long-term professional goals. The program aims to build students' confidence and readiness for the workforce or further education by equipping them with the knowledge and tools necessary for career success.

The activities include one-on-one career coaching sessions, career preparation workshops before the learners begin their work immersion, and career marketing. During individual coaching, I schedule sessions to guide students in identifying career goals, assess their current academic and personal skills, and explore a range of career options. Career preparation workshops provided learners with knowledge and skills in resume writing and acing a job interview. We also facilitated an interview simulation with the help of the English teachers.



For the career marketing, we invited various college schools and universities to give orientations about their offered courses and set up booths, providing learners the opportunities to make more informed career decisions. Follow-up individual and group career coaching sessions were conducted to ensure ongoing support, allowing the student to adjust their goals and plans as needed based on new experiences and insights.



Summary and Conclusion

The North Fairview High School Guidance Center's integration of the G.R.O.W. Model in coaching represents a transformative approach to enhancing guidance services for senior high school learners, with a focus on their personal, social, academic, and career development. Through this strategic framework, learners are empowered to set clear and achievable goals, understand their current situations, explore various strategies for growth, and take actionable steps toward their aspirations.

The personalized coaching sessions, workshops, and practical experiences offered through these services equip students with the skills and confidence needed to navigate the challenges of high school and beyond. In conclusion, the G.R.O.W. Model not only provides a structured path for student development but also fosters a supportive and proactive environment where learners can thrive. This approach is poised to make a lasting impact on students, helping them reach their full potential and prepare for successful futures.