

# GROW: Coaching Game

## Game Instructions

### Get ready

 3 players with one deck

 10–15 min per round

Before the game: Print a copy of the GROW coaching canvas for each player to record their insights on:

<https://www.worldofinsights.co/how-to-play-grow/>

Choose mode:

 **Solo:** Play on your own.

 **Duo:** Form pairs. One player is **coach** and one is **coachee**.

 **Trio:** Play in trios. One player is **coach**, one is **coachee** and one is an **observer**.

Circulate roles after each round of play.

Divide the cards in each category and place them face down in front of the coach.



Place the My Challenge cards in front of the coachee.

### How to play—solo

 1) Draw three My Challenge cards and select the most relevant. Use this as a trigger to define your challenge.

 2) Draw four Goal cards and choose two which feel most relevant. Answer the questions with your best insights (write down your thoughts on the GROW canvas).

 3) Repeat step 2 with Reality, Options and Way Forward cards. Finish with an action plan.

 \* At any point during the game, you can use the Follow-up card to ask more questions.

## How to play—duo

Assign roles for a coach and coachee.

-  1) **Coachee:** Draw three My Challenge cards and select the most relevant. Use this as a trigger to define your challenge and write it down on the GROW canvas.
  -  2) **Coach:** Draw four Goal cards and choose two which feel most relevant. Ask the questions to the coachee one at a time.  
 **Coachee:** Answer each question with your best insights. After the discussion write down your thoughts on the GROW canvas.
  -  3) **Coach:** Repeat step 2 with Reality, Options and Way Forward cards. Finish with an action plan.
-  \* At any point during the game, the coach can use the Follow-up card to ask more questions.

## How to play—trio

Same as Duo, but the third person is an **Observer**.

The observer will listen, observe and keep track of time.

The observer will share their insights on the coaching session at the end of the round.

### Tips for the Observer role:

-  Listen and be present.
-  Observe body language and unspoken messages.
-  Try to clarify what you heard and saw, and check your assumptions with the coach and coachee.

## Follow-up

When a coachee gives an answer that you think could be elaborated on, you can always ask a natural follow-up question. Examples of follow-up questions:

-  Can you explain why that matters?
-  What do you mean by \_\_\_\_\_?
-  What else?
-  What makes you say that?
-  Why do you think that?
-  Why?
-  Tell me more about it
-  Can you be more specific?