

# GROW: Coaching Game

## Game Instructions

### How to play—get ready

One to three players. If two players, one person is coach and one is coachee. If three players, the third is an observer. Circulate roles after each round of play.

You can print copies of our GROW coaching canvas for each player to record their insights on [www.worldofinsights.co/grow](http://www.worldofinsights.co/grow)

Divide the cards in each category and place them face down in front of the coach, in this order: Goal, Reality, Options, Way Forward. Place the My Challenge cards in front of the coachee.

- 🕒 Recommended playing time: 10–15 min per round.

### How to play—solo

- 1) Draw 3 My Challenge cards and select the most relevant. Use this as a trigger to define your challenge.
- 2) Draw 4 Goal cards and choose 2 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.

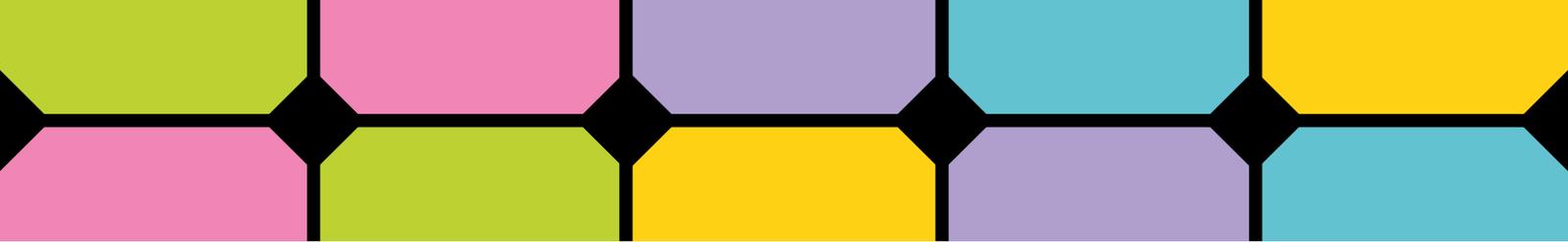
\* At any point during the game, you can use the Follow-up card to ask more questions.

### How to play—duo

Assign roles for a coach and coachee.

- 1) Coachee—Draw 3 My Challenge cards and select the most relevant. Use this as a trigger to define your challenge.
- 2) Coach—Draw 4 Goal cards and choose 2 which feel most relevant. Ask the questions to the coachee one at a time.  
Coachee—Answer each question with your best insights (write down your thoughts on the GROW canvas).
- 3) Repeat step 2 with Reality, Options and Way Forward cards.

\* 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. They will listen and observe and can share their insights on the coaching session at the end of the round.

## Follow-up

- 🗨️ Ask a follow-up question.  
(This card can be used several times.)
  - 🗨️ 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?
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