

## The GROW Model

**This is the tool used by the manager for completion of the PPDP process**

<b>G</b>	<p><b><u>Goal</u></b>          The Goal is the end point, where the nurse wants to be. The goal has to be defined in such a way that it is very clear to the nurse when they have achieved it.</p>	
<b>R</b>	<p><b><u>Reality</u></b>          The Current Reality is where the nurse is now. What are the issues, the challenges, how far are they away from their goal?</p>	
<b>O</b>	<p><b><u>Obstacles</u></b>          There will be Obstacles stopping the nurse getting from where they are now to where they want to go. If there were no Obstacles the nurse would already have reached their goal.</p> <p><b><u>Options</u></b>          Once Obstacles have been identified, the nurse needs to find ways of dealing with them if they are to make progress - These are the Options</p>	
<b>W</b>	<p><b><u>Way Forward</u></b>          The Options then need to be converted into action steps which will take the nurse to their goal – These are the way forward.</p>	

Signed: \_\_\_\_\_

(Nurse)

Signed: \_\_\_\_\_

(Manager)

Date: \_\_\_\_\_