

SELF CONFIDENCE – GROW METHOD

1) NAME AND DESCRIPTION OF THE TOOL

(Please, insert a short description of the tool)

Setting and achieving goals is an important part of developing self-confidence. Goal setting is the process you use to set yourself targets, and to measure how successfully you hit them. "GROW is a well-known coaching method that is applied in many personal and professional fields. To practice it, what you need to do is to take enough time to analyse each aspect of GROW before moving on to the next step. In addition, when putting it into practice, you will need your full commitment, persistence and dedication to get the results

2) OBJECTIVES OF THE TOOL

(Please, try to find 3 main objectives of the tool)

1. The first objective is self-knowledge. it will allow you to know what is the reality in which you find yourself with respect to the goal you have set for yourself. What are your weaknesses and strengths.
2. Identify what our possibilities and alternatives are and then adjust the options to our possibilities, framed in the reality in which we live and which present fewer obstacles.
3. Develop an action plan. Will and commitment.

3) CONNECTION OF THE TOOL WITH THE ENEMY

(Explain the link / connection of this tool with the skill)

Setting and achieving goals is an important part of developing self-confidence. Goal setting is the process used to set goals and to measure the success of those goals. "GROW is a tool that is applied to achieve those goals that we have, whether they are professional or personal and will help us to achieve them and thereby develop our self-confidence.

This method will allow you to create a map of:

Where are you going (Objective)

Where are you coming from (Reality)

Then you mark the different routes and alternatives (Options).

Finally, it helps you choose the option that suits you best while still considering the obstacles along the way.

It then maps out the process and ensures that your motivation for the journey is maximised.



SELF CONFIDENCE – GROW METHOD

4) RESOURCES & MATERIALS

(Explain the materials and resources that are needed to develop the tool)

To practice it, what you need to do is to take enough time to analyse each aspect of GROW before moving on to the next step.

<p style="text-align: center;">GOAL</p> <p>What is your goal? Is it realistic? Is it achievable? Is it a measurable goal? Can we achieve it in the time available?</p>	<p style="text-align: center;">REALITY</p> <p>What is your specific situation? What is the reason for this? What have you done so far and with what results to change your position? What has prevented you from doing more? What are your personal characteristics, motivations and interests? What are your key obstacles to further growth? What internal obstacles are holding you back? What resources or sources of help can you use to overcome these obstacles? What other resources do you need, and how can you realistically obtain them?</p>
<p style="text-align: center;">OPPORTUNITIES</p> <p>What options do you have? Fill in a list of different possibilities, important and less important, complete or partial solutions. What else could you do?</p>	<p style="text-align: center;">WILL</p> <p>What am I going to do? How do I do it, When, Where, with whom do I do it, seeking support, What are the obstacles I have to overcome? and What are the chances of success?</p>

5) IMPLEMENTATION OF THE TOOL

(Please, make a description and mention how to implement this tool. Provide a sequence of steps and an approximate timing of the actions to be taken: For instance:

- Step 1: Goal

The first step in the GROW model is to define the goal. This includes long-term (the central theme of the trajectory) and short-term (the goal of each stage). Objectives should be SMART, which is: specific, measurable, acceptable, realistic and timely. It is about defining achievable goals that challenge you according to your capabilities and that are measurable. Sometimes the problem is that you set goals that are completely unattainable, very general, or you imagine yourself "being someone else" and your ideal self is unattainable... because it is not the best version of yourself, it is someone else. 10-20minutes.

We can ask ourselves the following questions:

- What do I want to achieve in the short, medium and long term?



SELF CONFIDENCE – GROW METHOD

- When do I want to achieve it?
- How challenging is it for me?
- Is it a measurable goal?
- Is it an achievable goal?
- How am I going to achieve it?
- What intermediate steps would I have to design to get closer to my goal?

- Step 2: Reality

The next thing to reflect on is, in the most objective and unbiased way, the reality of the situation you are currently in to be aware of how close or far you are from reaching your goal. It is to become aware of the real situation you are in. Here it is important to self-assess and identify obstacles. 15-20minutes

you can ask yourself the following questions:

- What has brought you to this point?
- What is your specific situation?
- What is the reason for this?
- What have you done so far and with what results to change your position?
- What has prevented you from doing more?
- What are your personal characteristics, motivations and interests?
- What are your key obstacles to further growth?
- What internal obstacles are holding you back?
- What resources or sources of help can you use to overcome these obstacles?
- What other resources do you need, and how can you realistically obtain them?

- Step 3: Options

The third step of the GROW model is to generate ideas that can contribute to the achievement of the objective. Try to initiate a creative brainstorming process. Generate solutions, then structure it to evaluate each option. The purpose of the process is to draw up a list of possible options that can be used to address the objectives set out in the process. The idea is to make a comprehensive list of options and possibilities. 10-20minutes

You can use the following questions to broaden your perspective and increase your creativity in finding possible solutions:

- What different ways can you think of to tackle the achievement of your goals?
- What options do you have?
- Fill in a list of different possibilities, important and less important, complete or partial



SELF CONFIDENCE – GROW METHOD

solutions.

- What else could you do?
- What would you do if you had more time?
- What are the advantages and disadvantages of these options?
- Which of the options would give the best result?
- Which option appeals to you most or with which option do you feel better?
- Which option would give you the most satisfaction?
- Would it make sense to combine the options?
- Do you know what you need most?
- What are you doing to achieve it?
- Have you made concrete plans for action?
- What would achieving your goal bring you closer to?

- Step 4: Willingness

The fourth and final step of the GROW training model is the choice of an option. This becomes a concrete plan of action. Define and follow the goal-oriented action plan, stimulating self-motivation and establishing commitment to the achievement of the proposed goal

What am I going to do?

How do I do it,

When, Where, with whom do I do it, seeking support,

What are the obstacles I have to overcome?

and What are the chances of success?

6) WHAT TO LEARN



Co-funded by the
Erasmus+ Programme
of the European Union



SELF CONFIDENCE – GROW METHOD

(Please, explain what can be learned with this tool, examples can be used)

Achieving goals is an important part of developing self-confidence, so with this method you will learn a technique for setting those goals in such a way that makes it easier to achieve them.

Confidence is built by facing problems and learning how to solve them, by exposure and developing the skills needed in certain contexts, by understanding processes, how things work. And this is exactly what you will learn with the Grow method, how to face those problems, challenges, goals ... in a way that gives you confidence. You will learn to "believe in yourself" but with foundation: that is, knowing yourself, being aware of your abilities, your strengths, your limitations, your areas for improvement and your competences. Self-confidence is not "I can do anything", nor is it self-deception.

Developing your potential, being "well trained", having worked on your skills, abilities and good habits does not free you from adversities beyond your control: but it makes you better prepared if they arise.



Co-funded by the
Erasmus+ Programme
of the European Union



Entrepreneurship for everyone
New ways of coaching