

The **GROW** Decision-Making Process Summary



Begin with prayer and invite the Lord to help you GROW through the process and guide your discussion and decisions.			
GROW	Definition	Decision-Making Questions	Team Notes
GOAL: Agree on the goal and focus of process	The Goal is the end point, where a person or team wants to be. The goal is defined in such a way that it is very clear when it is achieved (SMART goal).	What decision needs to be made or problem solved? What is the consequence of not making a decision? How will we know we've made a good decision?	
REALITY: Invite self-assessment of the issue. Know the issues & obstacles. Check your assumptions.	The current Reality is where the person/team is now. (Current location, issues, obstacles, and challenges)	What has been happening? What have we tried so far? What were the results? What are other factors that are relevant? What prevents the goal from being achieved? What else gets in the way? What is hindering us from changing?	
OPTIONS: Explore options	The person/team needs to consider numerous possibilities, alternatives, and strategies. These are the Options.	Describe fantasyland – if anything could be done, what might be done? What other approaches are possible? What approach seems best and worth pursuing? Who might be able to help? Which option is a "go"? What are the pros and cons for this option?	
WAY FORWARD: Commit, lock in, and communicate	The Options then need to be converted into immediate action steps which will take the person/team to the goal. These are the Way Forward.	What are the next steps? What is the timeframe? What could get in the way? What support is needed? How and when can you get that support? Who tells what to whom and when?	
End with prayer. Invite the Lord's blessings on the decisions you have made and the steps you are about to take.			