

The GROW diagram

The GROW diagram will help you to consider how you might cope with the change that career progression might bring.¹ This will help you to be specific about your career options. You might complete the following table on your own, with a colleague or your career mentor.

The GROW diagram for you to commit to a career plan of action¹

Instructions: start with the positive – determining where you are trying to get to and by when. Don't begin with your problems or you may feel defeated before you have even started. If the change in career that you are considering seems too big or complex, begin with a small step towards your goal, for example developing a particular skill or special interest.

Step	Action (include timescales and milestones)
<p>Goals (up to three)</p> <p>Decide what you would you like to happen</p> <p>Decide what your long-term aims are</p>	
<p>Reality</p> <p>Assess what is really happening at the moment</p> <p>Review any problems (maximum of three): with your job as a general practice nurse, your practice, your work/life balance</p> <p>Work out what is missing in your career or your life</p> <p>Be aware of any assumptions that you are making</p>	

Step	Action (include timescales and milestones)
<p>Options</p> <p>Cover the full range of career or life choices you have and prioritise</p> <p>Brainstorm what different actions you could try to achieve your career goal(s)</p>	
<p>Way forward</p> <p>Plan which of these options you are going to do, how long it will take you and make a commitment</p> <p>Identify likely obstacles that might disrupt your plan and how to overcome them</p> <p>Seek support for your plan to increase the likelihood of it happening as you envisage</p>	

What to do next

- Record any plans and changes in your personal development plan (PDP).
- Highlight your educational and development needs.
- Add timescales for your individual plan of action.
- Discuss your plan with your line manager at an individual performance review or appraisal.
- Revise your PDP and ask for the resources you will require to make your proposed career development happen.

Reference

1. Chambers R (editor). *Career Planning for Everyone in the NHS. The Toolkit*. Oxford: Radcliffe Publishing; 2005.