

The G.R.O.W. Model of Coaching and Mentoring

The GROW Model is a simple yet powerful framework for structuring your mentoring conversations. Mentors may use these questions as a guide.

<p>GOAL</p> <p>First you need to establish the goal that you want to achieve in the session. You can use the mentoring agreement as a guide for the conversation. Make sure it is a SMART goal: one that is Specific, Measurable, Achievable, Relevant, and Time-bound.</p> <p>The following questions can help to gain clarity about their goals:</p> <ul style="list-style-type: none">• What do you want to achieve from this session• What do you want to change?• What problem are you trying to solve?• What result are you trying to achieve?• Why do you want to achieve this goal?• Does this goal fit with your overall career objectives?	<p>REALITY</p> <p>Next, ask your mentee to describe the current situation. It is important to consider your starting point in order to identify what comes next. You may even need to re-define your goal.</p> <p>Some useful coaching questions include:</p> <ul style="list-style-type: none">• What is happening now (who, what, when, why and how often)?• Have you taken any steps towards this goal?• What progress have you made so far?• On a scale of 1 to 10 where are you now?• What is working well right now?• Are there any barriers stopping you reaching this goal?• Does this goal conflict with any other goals?• What have you already tried?• What could you do differently this time?• What did you learn from ...?
<p>OPTIONS</p> <p>Now you both have a clear understanding of the situation you can start considering some options to work towards the goal. Help your mentee brainstorm some options.</p> <p>Here are some guiding questions for this step:</p> <ul style="list-style-type: none">• What are your options?• What do you think you need to do next?• What could be your first step?• What has worked for you already?• What is the most challenging part for you?• What would happen if you did nothing?• What are the advantages and disadvantages of each option?• Which option do you feel you could act on?• How have you tackled a similar situation before?• Who do you know that has encountered a similar situation?• Who else might be able to help you?• What advice would you give a friend about this option?	<p>WAY FORWARD</p> <p>Your mentee will now have some ideas for how to achieve this goal. The final step is to get them to commit to some specific actions to move forwards.</p> <p>Here are some questions to encourage an action plan:</p> <ul style="list-style-type: none">• How are you going to go about this?• What do you think you need to do right now?• Tell me how you are going to do that.• What could stop you moving forward? How will you overcome this?• How can you keep yourself motivated?• What resources can help you?• What is one small step you can take right now?• What support do you need to get that done?• When are you going to start?• When do you need to review your progress?• What do you need from me/others to help you achieve this?• On a scale of 1 to 10 how motivated are you to do this?• What would make this a 10?• Decide on a date together to review progress.