

GROW MODEL

As you get into the second and third stage of your mentoring relationship, your focus will turn towards goal setting. The GROW model is a practical tool which will assist you in structuring your mentoring conversations. It will also help you work towards more specific goal setting and action planning.

GROW is an acronym for:

- **G**OALS – discussing and setting the mentee’s goals and objectives
- **R**EALITY – exploring the mentee’s current situation and reality
- **O**PTIONS – talking about the options available
- **W**AY forward– determining what actions can be taken by the mentee to reach the set goals

GROW can be used in many different contexts. Below you can find a definition of the four GROW steps and example questions you may use or adapt to work through each stage.

<p><u>Goal</u></p> <p>Goals are the outcome/s the mentee wants to reach. Goals should be defined so that it is clear when they have been achieved. Ideally, they include specific targets, timelines, and a clear description of successful completion.</p>	<p><u>Possible questions</u></p> <ul style="list-style-type: none"> • What goal(s) are you aiming for? • How does this goal fit with your overall objectives? • When do you want to achieve this goal (be specific with time and dates). • How will you know that you have achieved your goal? • Where do you have control in regards to this goal? • Who has influence with regards to this goal? • How important is this goal to you?
<p><u>Reality</u></p> <p>In the next step, the mentee is asked to describe his/her current reality. Taking stock of his/her current situation will help him/her consider all important aspects that will influence the path to success.</p>	<p><u>Possible questions</u></p> <ul style="list-style-type: none"> • What is happening now in your current context? • Does this goal conflict with any other goals or objectives? • How do others perceive this situation? • What are the benefits of this situation? • What is getting in the way of moving this goal or actions associated with it forward? • What sort of feedback are you getting about the current situation? • What actions have you taken to move this forward? • What is going well?

Options & Obstacles

Based on a realistic assessment of the current situation, the mentee can now consider possible options as well as obstacles he/she may encounter. It is important that the mentee comes up with different options, and that the mentor holds back before bringing in his/her own ideas.

Possible questions

- What are the options to move you closer towards your goal? (Ask the mentee to list 3-5 possible options).
- If you could move some constraints, what would you do? How would this change things?
- What else could you do?
- If you knew you could not fail, what would you do?
- What advice would you provide to a friend who was facing a similar situation?
- How would someone that you respect and admire deal with this situation?
- What are the advantages or disadvantages of each option?
- If you were to select one option to move forward, what would this be?

Will & Way forward

Having worked through the previous steps, the mentee will now have a clear picture of the goal, the current situation, and possible options and obstacles. He/she now has to commit to concrete actions. Again, the mentor should not dominate this thought process and let the mentee determine his/her own plans, providing feedback where helpful.

Possible questions

- What will you do? Encourage the mentee to list the actions they must go through.
- What is the first step that you will take?
- Who should be involved in this process?
- What other support do you need?
- Are there any obstacles that may get in the way of proceeding? How will you overcome these?
- When will you take your first step?
- What will happen when you achieve your goal?
- On a scale of 1-10, how committed are you to the actions needed to progress? (10 being significantly committed). Questions adapted from: Ward, P. (2017). Mentoring Mindset - the grow model sample questions.
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Ward, P. (2017). Mentoring Mindset FREE Resource Kit. GROW Model Sample Questions. Available <https://mentoringmindset.teachable.com/p/mentoring-mindset-free-resource-kit>