GROW MODEL OF COACHING & MENTORING

GOAL SETTING

• What is the goal of this discussion?
• What do you want to achieve long term?
• What does success look like?
• How much personal control or influence do you have over your goals?
• What would be a milestone on the way?
• What goal will be of real value to you?
• How will you measure it?

REALITY

• What is happening now? Be precise.
• Who is involved (directly or indirectly?)
• When things are going bad, what happens to you?
• What is the effect on others?
• What is missing in the situation?
• What do you have that you’re not using?
• What is holding you back?

WAY FORWARD

• What options do you choose?
• What are your criteria and measurements for success?
• Who needs to know what your plans are?
• What support do you need and from whom?
• What could I do to support you?
• Is there anything else you want to talk about?

OPTIONS

• What could you do to change the situation?
• Tell me what possibilities for action you see.
• What approach have you seen used, or used yourself, in similar circumstances?
• What are the benefits and costs of each?
• Which options are of interest to you?