

UGA MENTOR PROGRAM

GROW MODEL OF COACHING & MENTORING

This model is a framework that helps mentors provide clarity and guidance to mentees as they work to set and achieve their goals.

<p>GOAL SETTING</p> <p>Setting goals at the start and revisiting as needed can keep the conversation focused and moving forward. It helps clarify thinking, build motivation, and shift attention from obstacles to opportunities.</p>	<p>COACHING QUESTIONS</p> <ul style="list-style-type: none"> • What would you like to get out of this semester/year? • What's something you're working toward academically or personally? • Where do you see yourself by the end of this school year? • If everything went exactly how you hoped, what would success look like? How would you feel if you achieved that? • What's one big win you'd like to have before you graduate? • If nothing stood in your way, what would you really want to do?
<p>REALITY</p> <p>This stage explores the current context. It helps them gain clarity on what is going on and how they're impacted. It also introduces other perspectives.</p>	<p>COACHING QUESTIONS</p> <ul style="list-style-type: none"> • What's going on for you right now? • How is this affecting you emotionally or academically? • What steps have you already taken? • Who else is impacted by this? • What are you doing that's helping you move forward? What might be holding you back?
<p>OPTIONS</p> <p>Mentees will move towards "options" naturally as their "reality" is clarified.</p>	<p>COACHING QUESTIONS</p> <ul style="list-style-type: none"> • What are your options? • If there were anything else, what would it be? • What has worked in the past? • What steps could you take? • Who could help you with this? • Where could you find out the information? • What might someone else do in your shoes? • Imagine you have achieved your goal; look back on the journey and tell me you got here.
<p>WAY FORWARD</p> <p>This stage is about commitment and choosing something that is actionable.</p>	<p>COACHING QUESTIONS</p> <ul style="list-style-type: none"> • What will you do next? • How will you do it and when will you start? • What will help you stay committed? • Could you do more—or simplify it? • Where will you go or look for support? • What else might help you take that next step?