



# GROW MODEL OF COACHING AND MENTORING

## G OAL 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?

- 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?

## W AY FORWARD

## R EALITY

- 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?

- 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?

## O PTIONS