Mentoring GROW model

	Objective	Example questions
Goal	• Agree the discussion topic • Agree specific objectives for the session • Set a long-term goal or aim if this is appropriate	• What would you like to discuss? • What do you want to achieve in this session? • What differences would you like to see on leaving this session? • Do we have sufficient time for you to be able to attain this?
Reality	• Invite self-assessment of topic or situation • Give specific examples of feedback • Check assumptions for validity • Discard irrelevant assumptions and history	• How do you know this is accurate? • How often does this occur? • What impact or effect does this have? • Are there other factors that are relevant? • What is X's perception of the situation? • What have you done or tried to date?
Obstacles	• Identify obstacles • Find out if the mentee thinks there is more than one • You should consider and decide the different types: people, resources, environment etc.	• What prevents you from achieving your goal? • What else could be preventing you? • What personal changes do you think you would need to make to achieve your goal? • What is hindering you from changing? • Do any of your direct/indirect behaviours, attitudes, competencies, skills etc contribute to or help the situation?
Options	• Make sure to cover the full range of options • Invite suggestions from the mentee • Offer suggestions carefully • Ensure mentee makes the option choices	• What alternatives are there to that approach? • Who might be able to help you? • Would you like me to make suggestions? • Can you identify the pros and cons for that option? • Do you have a preferred option you'd like to act on?
Way forward	• Get a commitment to act • Identify the potential obstacles • Plan detailed actions within a set timeframe • Agree what support will be given	• What are your next steps? • What timeframe will you set? • Can you anticipate anything getting in your way? • How will you keep a log of your progress? • What support might you need? • How and when can you get that support?