<table>
<thead>
<tr>
<th>Objective</th>
<th>Example questions</th>
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</table>
| **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?  |
Mentoring GROW model