Mentoring with GROW model

Empowering dialogue for achieving higher level of clarity and taking action.

Instruction with optional questions for coaching your partner

1) **Goal - What do you really want?**
Clarify the goal or outcome your partner wants to achieve.

“What do you want to change?”
“What really matters to you? Why is it important for you?”
“How will you know that you have achieved that goal?”

2) **Reality – Where are you now?**
Map the current situation and find what works.

“What is your current situation? What has contributed to your success so far?”
“What do you think is holding you back from achieving that goal?”
“What have you learned from these experiences?”

3) **Opportunities - What can you do?**
Discover options, strategies and opportunities that are available for reaching that goal.

“In which ways can you achieve that goal?”
“If anything was possible, what would you do?”
“How other people have solved it? “Who could help you?”
“What would be the effective way to do it?”

4) **Will - What are you going to do?**
Define what needs to be done and by what time. Is there enough passion and will?

“What kind of action are you going to take? By what time will you do it?”
“What kind of obstacles you may face? In which ways can you overcome those obstacles?”
“You mentioned doing ________, What would commit you to do that?”
“Which specific step will you take today or this week to move closer to your goal?”

5) **Check the motivation level – will you do it?**
- “On scale from 1 to 10, how committed are you to do it?”
- “What can you do to turn ‘six’ into ‘eight’?”
- “In which ways can you make sure it will be done?”

Finish with a positive note and encourage your partner to take action.