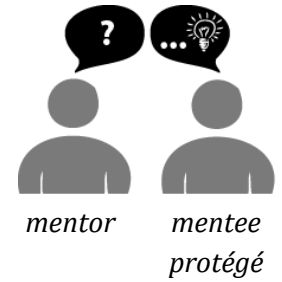


# Mentoring with GROW model

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.*