



GROW Model

The GROW (Goal, Reality, Options, Will) model is used as a common mentoring and coaching tool. It enables the mentor to structure an effective conversation and get to a meaningful result in a short amount of time.

The objective is to help your mentee to identify and define their specific goals, and then organise themselves to attain these goals. An effective mentor can do this by becoming skilled at asking questions and guiding towards solutions.





Jacobs



GROW Model

GOAL

Identify the goal, which could be big or small, depending on how far into the future they want to look. It could be an internal change or an external achievement.

What would you like to work on? And what is the specific related goal.

When are you aiming to achieve it?

What are the benefits for you in achieving this goal?

What will it be like if you achieve your goal?

What will you see/hear/feel if you achieve this goal?



REALITY

Discuss the current situation, identifying barriers between now and the achievement of the goal. Help the mentee find their strengths.

What action have you taken so far?

What is moving you towards your goal?

What is getting in the way?

What qualities and resources do you have to help you?

What are your internal/external obstacles?





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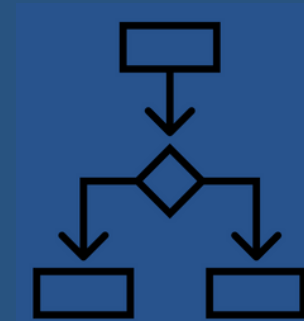


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OPTION

How are they going to move forward? What choices are available to them?

- What different kind of options do you have to help you achieve your goal?
- What else could you do?
- What are the advantages and disadvantages of each option?
- How would you tackle this if time wasn't a factor?
- What option appeals to you the most right now?



WILL

Check commitment level. Agree specific actions, and set time frames, measures of success.

- Which options will you choose to act on?
- When are you going to start each action?
- How committed are you, on a scale of 1–10, to take each of these actions?
- How will you know if you've been successful?
- What will you commit to doing now? (Note: It is also an option to do nothing and review at a later date.)

