GROW Model of Mentoring Worksheet

GOAL: Agree on the goal	**Clarify the goal and focus of discussion:** -What would you like to achieve? -What goal would you like to strive for? -Why is this important to you now? -How will you know you've achieved this? -How do you feel achieving this goal will help you? -What will success look like? -What is exciting for you about this goal? -How will you measure the results?	
REALITY: Invite self- assessment of the topic & situation Clarify the situation Check assumptions	**Explore the current situation:** -Tell me about the current situation? -Give me a specific example? -Where are you today in relation to this goal? -What have you already done to reach the goal? -How does this problem impact you? -What are other factors that are relevant? -Are there times when it is different? -What do you want to change about the way you…?	
OBSTACLES: Identify obstacle(s) (people, resources, environment, etc.)	**Explore the obstacles:** -What has kept you from achieving a goal like this in the past? -What prevents you from reaching your goal now? -What else gets in the way? -What personal changes do think you would have to make to achieve your goal? -What is hindering you from changing?	
OPTIONS: Invite suggestions from the mentee Make sure the mentee makes the option choices	**Explore all the options:** -What are ways to reach your goal? -What other approaches are possible? -What are the pros and cons for that option? -Which option do you prefer to go with? -If you could choose, which approach would you select? -Who might be able to help you?	
Will/WAY FORWARD: Identify specific actions Get a commitment to act Call out the obstacles	**Design a plan of action:** -What specifically will you do? -What is the first step? Next Steps? -When will you start? -What is the timeframe? -What could get in the way? -What support will you need? How will you get it?	