

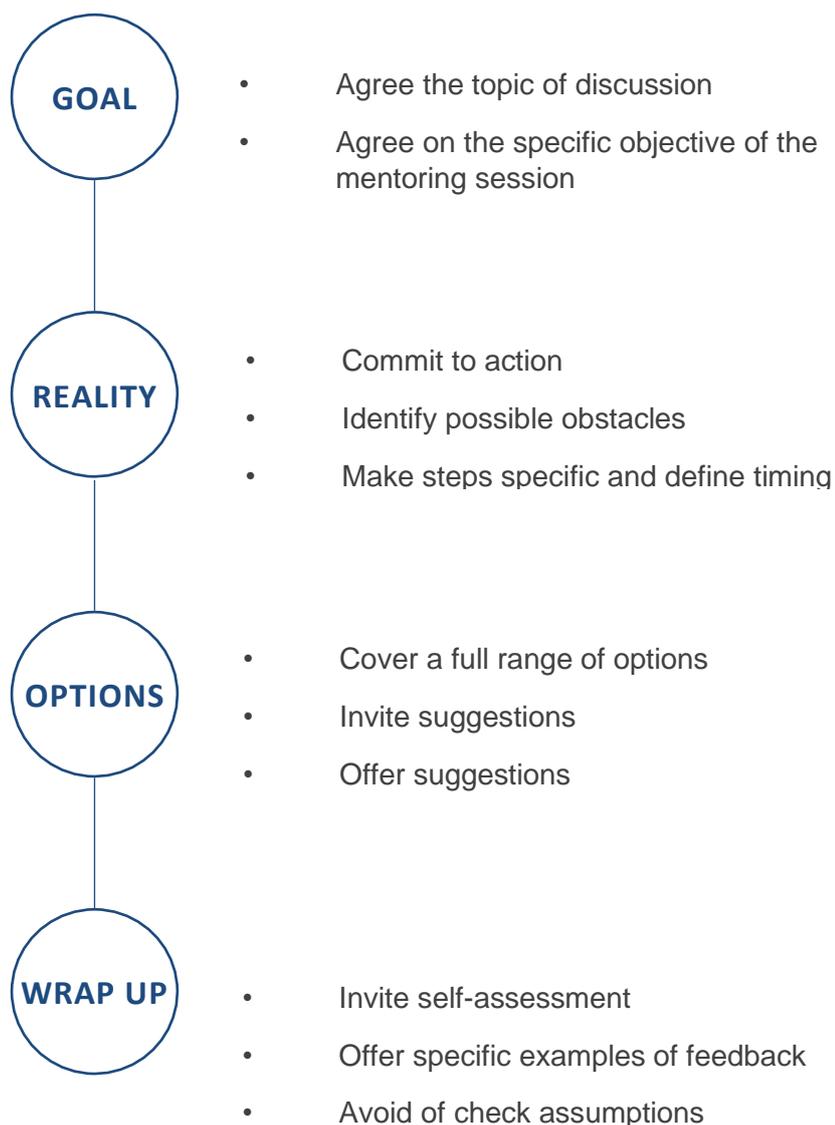
The GROW Model

The GROW Model is one of the most common and extensively used mentoring tools. It is a tool that provides structure to the Mentoring conversations. The GROW model provides a practical framework to assist in setting goals and keeping momentum between mentoring sessions.

**“MENTORING IS A
BRAIN TO PICK, AN
EAR TO LISTEN, AND
A PUSH IN THE
RIGHT DIRECTION.”**

– JOHN CROSBY

Using the GROW Model in your Mentoring Sessions



Useful Questions using the GROW Tool

GOAL	REALITY	OPTIONS	WRAP-UP
What is your immediate goal?	What is the situation at this point of time?	What are your options?	Which options work best for you?
What is required of you?	What do you have on your plate right now?	How have you had this or a similar situation before?	What one small step are you going to take now?
How will you know that you have achieved that goal?	Where are you now in relation to your goal?	What could you do differently?	What actions will you take?
How will you know the problem is solved?	What are your major concerns right now?	If anything was possible what would you do?	When are you going to start?
On a scale of 1-10 how important is the goal?	What has contributed to your success so far?	If our roles were reversed, what would you tell me to do?	Who will help you?
What needs to occur before you decide to do something?	What progress have you made so far?	Would you like suggestions from me?	How will you know you have been successful
Let's discuss your skills, knowledge and attributes	What is working well right now?	What are the benefits and pitfalls of these options?	On a scale of 1 -10 how motivated are you to doing it?

Establishing and Setting Goals

The focus of this stage is to establish and set goals. A useful tool is the SMART goal-setting framework. The goals that the Mentee sets need to be challenging and also achievable. It is the Mentor's role to evaluate the goals and provide feedback.

The SMART (Specific, Measurable, Actionable, Realistic and Time framed) ruler should be run across the goals set.

Questions to test SMART goals

- Can the goal be stated in one sentence?
- Is the goal crystal clear?
- Is the goal meaningful?
- How will the Mentee know when the goal has been achieved?
- What effect will this have on the Mentee's career?
- Is the goal attainable within the timeframe?
- What additional support of resources is needed to achieve the goal?
- How much does the Mentee want the goal?
- What strategies and actions are needed to be put in place?
- Is the goal realistic?
- What is the timeframe set?
- Is this realistic considering all priorities?

Refining and Achieving Goals

Throughout the Mentoring relationship goals will be refined and achieved along the journey. During the stage of the relationship candid and constructive feedback is an important element.

Tips for Success

- Provide specific feedback
- Be sensitive and respectful when giving feedback
- Think about your delivery, choose an appropriate time, tone and body language
- Check for understanding
- Encourage but also allow the Mentee to take responsibility

Mentoring Goals Are your goals SMART?



SPECIFIC

You know exactly what the goal is.



MEASURABLE

You can measure how far you have progressed towards the final goal.



ACHIEVABLE

The goal takes account of your situation at the time.



REALISTIC

The goal reflects your skills, resources and ability to achieve a specific outcome.



TIMED

There is a definite time frame against which progress towards the goal can be tracked.

AGREED GOALS	MEASURES OF SUCCESS	PROGRESS	FINAL OUTCOME