

# Coaching questions for the GROW model

## Goal

In the **goal** stage, the mentor enables the mentee to establish where they want to be, or what they want to achieve. It is important to ensure that the goal is stated in a positive way.

Questions of value here include:

- What do you want to achieve?
- What will achieving this allow you to achieve?
- How would you like things to be?
- What does success look and feel like to you?
- What are the advantages and disadvantages of reaching this goal?

Once the mentee has created some goals for themselves, they work with the mentor to define the goals as clearly as possible.

## Reality

In the **reality** stage, the mentee's goals are checked against the way things are now. For example, this could be a check of the skills or knowledge the mentee currently has against those needed to reach their goals.

Questions of value here include:

- So, what happens at the moment?
- What have you tried so far?
- What do you think are the big roadblocks here?
- How do you rate your current skill level?
- What are you in control of in the current situation

## Options

In the **options** stage, the mentee develops different potential routes between the current reality and the goal they want to achieve. The key here is not to find the 'right' answer but to maximise the choices on the table.

Questions of value here include:

- How would you get there...?
- Can you think of any other...?
- How would you feel about...?
- What would be the costs and benefits of that?

## Will

In the **will** stage, the mentee needs to commit to, and take responsibility for, carrying out the agreed actions. The discussions on the mentoring session are turned into decisions, with action points attached.

Questions of value here include:

- What are you going to do?
- What date will that be done by?
- Can you think of any obstacles?
- What support will you need?

<p><b>Goal</b></p> <ul style="list-style-type: none"><li>• What do you want to be different?</li><li>• Focus on what you can change</li></ul>	<p><b>Reality</b></p> <ul style="list-style-type: none"><li>• What is stopping you from being more effective?</li><li>• Why aren't you doing these things already?</li><li>• Is it in your control to change things?</li></ul>
<p><b>Options</b></p> <ul style="list-style-type: none"><li>• How could you do things differently? Who could help?</li><li>• What are your bargaining chips if you want to stop doing things?</li></ul>	<p><b>Will</b></p> <ul style="list-style-type: none"><li>• What difference will this make to you?</li><li>• When will you see a difference?</li><li>• What else becomes possible?</li></ul>

**Commitment:**