

The GROW model

Goal Reality Options will

This goal directed model comes from coaching. It can be very helpful when mentees have a specific thing in mind that they want to achieve. The model is attributed to

[Graham Alexander](#), [Alan Fine](#) and [Sir John Whitmore](#)

Stage 1: Establish the Goal.

First, with your mentee, you define and agree the goal or outcome to be achieved. You should help your mentee define a goal that is specific, measurable and realistic.

In doing this, it is useful to ask questions like:

“What do you want to achieve?”

"How will you know that you have achieved your goal?"

"How will you know the problem is solved?"

“When do you want to achieve it by?”

Stage 2: Examine Current Reality

Next, ask your mentee to describe their Current Reality. This is a very important step. Often, people try to solve a problem without fully considering their starting point, and often they are missing some of the information they need to solve the problem effectively.

As the mentee tells you about his or her Current Reality, the solution may start to emerge.

Useful questions include:

“What have you done so far to achieve the goal?”

"What is happening now?"

"What, who, when, how often"

"What is the effect or result of that?"

“What challenges have you met?”

“What challenges have you overcome?”

Stage 3: Explore the Options

Once you and your mentee have explored the Current Reality, it's time to explore what is possible – meaning, all the many possible options for solving the problem. Help your mentee generate as many good options as possible, and discuss these.

By all means, offer your own suggestions. But let your mentee offer his or hers first, and let him or her do most of the talking.

Typical questions used to establish the options are:

"What else could you do?"

"What if this or that constraint were removed?"

"What are the benefits and downsides of each option?"

"What factors will you use to weigh up the options?"

Stage 4: Establish the Will

By examining Current Reality and exploring the Options, your mentee will now have a good idea of how he or she can achieve their Goal. Although this is good, in itself, it may not be enough! So your final step as mentor is to get your mentee to commit to specific action. In so doing, you will help them establish will and motivation.

Useful questions:

"So what will you do now . and when?"

"What could stop you moving forward?"

"And how will you overcome it?"

"Will this address your goal?"

"How likely is this option to succeed?"

"What else will you do?"

Material adapted from <http://www.mindtools.com> and information from the Coaching Academy UK Ltd.