

Structuring a mentoring session using the GROW model

This is a four stage model you can use to focus a mentoring session. It is particularly useful if the mentee finds it difficult to move from talking/reflection to making decisions and focusing on action.

Stage 1
Identify the
Goal

Clarify the purpose and focus of the session.
What do you want from today's meeting?
What outcome do you want by the end of the session?
What areas do you want to work on?

Stage 2
Check the
Reality

Build a picture of the present situation.
What is happening right now in relation to this?
How much control do you personally have over the outcome?
What have you done so far?
What is really the issue?

Stage 3
Identify
Options

Explore the possibilities and identify preferred options.
What are all the ways you could approach this?
List all your options.
What might you do if you were to start with a clean sheet?
Which option most appeals to you?

Stage 4
Engage the
Will to act

Make a robust action plan.
What exactly will you do?
Which option or options do you now choose?
What are your criteria for success?
What could stop you taking these steps?
What commitment, on a scale of 1 to 10, do you have towards taking these next steps? What stops this from being 10?

Adapted from John Whitmore (1996)