

# GROW Model



The GROW model is a simple yet powerful framework for structuring coaching and mentoring sessions. It stands for Goal, Reality, Options, and Will. This model helps mentees to set clear objectives, understand their current situation, explore possible strategies, and commit to specific actions.

## This is how it works

### Goal

Define what you want to achieve. Goals should be specific, measurable, achievable, relevant, and time-bound (SMART).

Questions to ask:

- What do you want to achieve in this session?
- What is your long-term goal?
- How will you know you have achieved your goal?

### Reality check

Assess the current situation to understand where you are starting from. This involves exploring the context, challenges, and resources available.

Questions to ask:

- What is happening at the moment?
- What steps have you taken so far?
- What obstacles are you facing?

### Options

Generate a range of possible strategies to achieve the goal. This step encourages creative thinking and exploring different approaches.

Questions to ask:

- What could you do to move closer to your goal?
- What are the pros and cons of each option?
- What have you tried in the past, and what could you try differently?

### Will

Decide on a specific action plan. This step involves committing to concrete steps and setting timelines for implementation.

Questions to ask:

- What will you do next?
- When will you do it?
- What support do you need to ensure success?



## Example

Find an example on how to use the GROW model for your mentoring journey.



# GROW Model Example

By following the GROW model, mentees can create a structured and actionable plan to achieve their goals, while mentors can provide targeted guidance and support throughout the process.

## This is how

### Goal

**Mentee's goal:** I want to improve my public speaking skills to confidently present at our annual conference next year.

### Reality

**Current situation:** I feel nervous speaking in front of large groups, and I often forget my points. I've only presented in small team meetings.

**Challenges:** lack of experience, fear of public speaking, and need for a structured practice.

### Options

#### Possible strategies:

- Join a local toastmasters club to practice public speaking.
- Enroll in a public speaking workshop or course.
- Practice presenting in front of a small group of friends or colleagues.
- Record yourself giving a presentation and review the footage for improvement.

#### Pros and Cons:

- Toastmasters provides regular practice but requires a time commitment.
- A workshop offers intensive training but might be costly.
- Practicing with friends is free and supportive but might not simulate real pressure.
- Recording presentations helps with self-evaluation but lacks live audience feedback.
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#### Will

#### Action Plan:

- Join a toastmasters club and attend weekly meetings.
- Schedule a practice presentation with friends once a month.
- Record a presentation once a week and review it to identify areas for improvement.

**Timeline:** Start attending toastmasters next week, schedule the first rehearsal with friends in two weeks, and begin recording presentations this weekend.

**Support needed:** Feedback from friends, guidance from other toastmasters' members, and your mentor for additional tips.

# GROW Model

Use this template to use the GROW model in your mentoring sessions.

