



The GROW Model

The following questions follow a specific flow to cover all relevant areas and to structure the process. Nevertheless, the questions are to be understood as a guideline.

- **Goal Setting**
 - Measurable, realistic, scheduled and/or achievable by own efforts

- **Reality Checking (What is the current situation?)**
 - As a second step, the current initial situation is illuminated, (the second step is to examine the current starting situation). What is the current state (Revenue figures, sales figures)? Is the achievement of the goal within one's own control? A stocktaking of previous actions and results also come into focus here: What has been done so far? What effects did that action have? At this point, the target may have to be corrected again or adjusted in detail.

- **Options (What options do you have?)**
 - Creation of an action plan: How can we reach the goal? Which ways and possibilities are there? Subsequently, would there be an opportunity to run through different scenarios? What barriers and obstacles might be there? What could speak against this?

- **Will (What is your will/volition?)**
 - What can/must be done actively to achieve the goal? Is the mentee determined to do this? When will it be done? Finally, the mentee can indicate on a scale of 1-10 how likely it is that they / he / she will be able to carry out the project. If the score is less than 8, the mentor should check: What conditions do they / he / she need to make a 9 or 10 possible?

Finally, go through the steps noted again with each other and clarify any misunderstandings before the mentee can implement them.