

Mentoring: The GROW model applied to the mentoring process

<p style="writing-mode: vertical-rl; transform: rotate(180deg);">GOAL</p>	<p>The aim; end result.</p> <p>What specifically you want to achieve and by when?</p>	<p>The overall process:</p> <ul style="list-style-type: none"> • What do you want to achieve (short term/long term)? • What do you want the end result to be (be clear and specific)? Is this feasible? • When do you want to achieve it by? Is this feasible? • How will you know if you've achieved it? <p>The mentoring meeting:</p> <ul style="list-style-type: none"> • What do you want to discuss today? What would you like to achieve from this session? What would you like to be different when you leave this session? • Is this feasible in the time given? • What other issues, if any, would you like to cover?
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">REALITY</p>	<p>What you want to change and how much you want to change it?</p>	<ul style="list-style-type: none"> • What is happening now? • Who is involved? • How long has this been an issue? • When does this happen/how often does this happen? • How do you know that your perception of this is accurate? • What have you done about it so far? What results did you achieve? • What are the major constraints to finding a way forward? • How much do you want to change/progress on this?

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<p style="writing-mode: vertical-rl; transform: rotate(180deg);">OPTIONS</p>	<p>All the possible options; what the barriers are and how these could be addressed?</p>	<ul style="list-style-type: none"> • What options do you have? (Don't worry about being realistic at this stage- note all your options) • What could you do to change the situation? • What else can you do? • What are the benefits/pitfalls/costs of these options? • How can constraints/barriers be overcome? • Who might be able to help? • Which option/s feel most right to you? • What would you like me to do to help?
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">WAY FORWARD</p>	<p>What are you going to do? Start and finish dates. How committed are you to do it</p>	<ul style="list-style-type: none"> • What are you going to do? What are the options you are willing to take? • When are you going to do it? When will you start? • What are the intermediate/end dates? • Who needs to know? • What might stop you doing this/get in the way? • How will you overcome these barriers? • What support do you need? • Do you need to record what you will do and by when? • Is this still in line with your original objective? • Rate yourself on a scale of 1-10 on the likelihood of carrying out this action. If it's no more than 6-7, what can you change to increase your rating to 8 and above?