

USING GROW



These are possible areas to explore as you use GROW.



What will we work to accomplish?

- Agree on realistic, measurable goals for the mentoring conversation.
- Clarify how these goals link to long-term performance goals.
- Establish time limits.
- Discuss how to show respect for each other.



What is currently happening in this situation - for you, for me?

- Establish what is known about the situation.
- Pay attention to how the pieces fit together.
- Pay attention to both facts and feelings.
- Withhold judgement, both verbal and nonverbal.
- Offer feedback if you have observations, information, or input that will raise awareness.



What alternatives can help us to move forward?

- Encourage exploration of alternative actions.
- Take notes of insights and options that emerge.
- Explore costs and benefits of options.
- Offer options only if the other person has none.



What will happen next?

- Explore areas where there is energy for action.
- Identify possible obstacles to progress.
- Offer follow-up and support.
- Leave responsibility with the other person.