

# Mentoring

IGNITING EXCELLENCE  
THROUGH MENTORSHIP

GLOBAL EARLY-CAREER  
RESEARCHER SPACE



# Using the GROW Model

## *for Mentoring*



# Mentoring

## *Navigating the Grow Model*

This resource offers a comprehensive collection of GROW model questions that both mentors and mentees can use to facilitate meaningful, productive conversations.

The guide includes:

- Over 100 thoughtful questions organized by each GROW dimension
- Dual perspective: Questions mentors can ask and questions mentees can use for self-reflection or to engage their mentors
- Progressive depth: From basic exploratory questions to advanced meta-learning inquiries
- Practical focus: Questions designed to generate actionable insights and clear next steps

Question Categories for Each Dimension:

- Goal: Exploratory, clarifying, and deepening questions to establish clear objectives
- Reality: Current state, challenge identification, and honest assessment questions
- Options: Brainstorming, perspective-shifting, and creative exploration questions
- Way Forward: Commitment, planning, support, and resilience questions



# Goal

## *Goal Setting Questions*

### **Exploratory Questions**

- What would you like to focus on in our mentoring relationship?
- What specific outcome are you hoping to achieve?
- If we could only work on one thing together, what would have the greatest impact?
- What does success look like to you in this area?
- How will you know when you've achieved this goal?

### **Clarifying Questions**

- Can you help me understand what this goal means to you personally?
- What makes this goal important right now?
- How does this goal align with your broader career aspirations?
- What would achieving this goal enable you to do differently?
- Who else might be impacted when you achieve this goal?

### **Deepening Questions:**

- What's driving your passion for this particular goal?
- How does this goal challenge you to grow?
- What values does this goal represent for you?
- If you achieved this goal, what would that say about you as a person?
- What's the story behind why this matters to you?



# Goal

## *Goal Setting Questions*

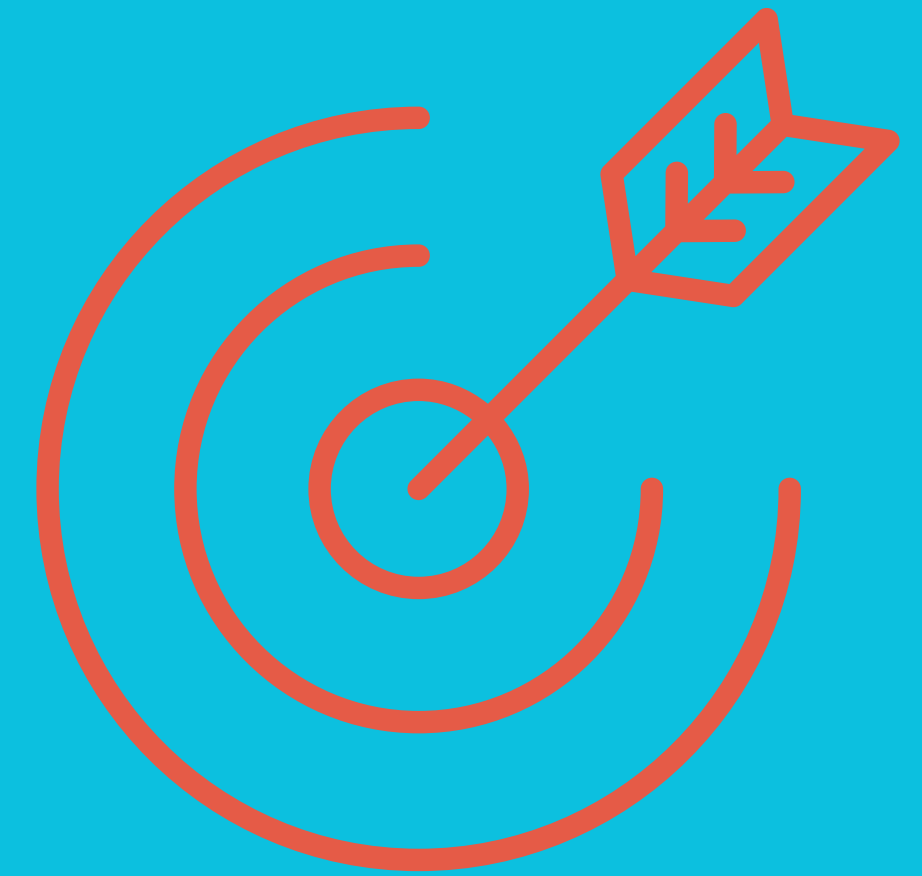
### Questions Mentees Can Ask Themselves/Mentors

#### Self-Reflection Questions

- What do I really want to accomplish through this mentoring relationship?
- What specific skills or knowledge gaps am I looking to address?
- How does this goal fit into my five-year vision?
- What would I regret not pursuing if I don't set this goal?
- What goal would stretch me just beyond my comfort zone?

#### Clarification Questions to Ask Mentors

- Based on your experience, how realistic is this goal?
- What similar goals have you seen others pursue successfully?
- How might I need to adjust this goal to make it more achievable?
- What aspects of this goal should I prioritise first?
- How do you typically measure progress toward goals like this?



# Reality

## *Reality Check Questions*

### **Current State Questions:**

- Where are you right now in relation to this goal?
- What progress have you already made?
- What resources do you currently have available?
- What skills or knowledge do you bring to this challenge?
- Who is currently in your support network?

### **Challenge Identification Questions:**

- What obstacles have you encountered so far?
- What's preventing you from moving forward right now?
- Where do you feel stuck or uncertain?
- What assumptions might you be making about the situation?
- What patterns do you notice in your approach to similar challenges?



# Reality

## *Reality Check Questions*

### **Context Questions**

- What external factors are influencing this situation?
- How are others responding to your goal?
- What organisational or environmental constraints exist?
- What time and energy can you realistically dedicate to this?
- What competing priorities might interfere?

### **Honest Assessment Questions**

- What's working well for you currently?
- Where are you being too hard on yourself?
- What story are you telling yourself about why this is difficult?
- What would someone who knows you well say about your current situation?
- What are you avoiding acknowledging about your reality?



# Reality

## *Reality Check Questions*

### Questions Mentees Can Ask Themselves/Mentors

#### Self-Assessment Questions:

- What am I genuinely good at that relates to this goal?
- Where am I starting from, honestly?
- What resources do I have that I'm not fully utilising?
- What might I have missed about my current situation or need to be aware of?
- What feedback have I received that I should take into consideration?

#### Questions to Ask Mentors:

- What do you observe about my current approach?
- Where do you see potential that I might not recognise?
- What gaps do you notice between where I am and where I want to be?
- Based on your experience, what reality checks should I consider?
- What patterns do you see in how I handle challenges?





# Options

## *Options Exploration Questions*

### **Brainstorming Questions**

- What options have you already considered?
- If resources weren't a constraint, what would you try?
- What would you do if you knew you couldn't fail?
- Who do you know who has successfully navigated a similar challenge?
- What unconventional approaches might work?

### **Perspective-Shifting Questions:**

- If you were advising a friend in this situation, what would you suggest?
- What would someone you admire do in this position?
- How might someone from a completely different background approach this?
- What options exist that you haven't considered yet?
- What if you approached this from the opposite direction?



# Options

## *Options Exploration Questions*

### Questions Mentees Can Ask Themselves/Mentors

#### Option Generation Questions:

- What haven't I tried yet?
- Who else has faced this challenge successfully?
- What would I do with unlimited resources?
- What options scare me a little but intrigue me?
- How can I break this goal into smaller, manageable pieces?

#### Questions to Ask Mentors:

- What options do you see that I might be missing?
- Based on your experience, which approaches tend to be most effective?
- What would you do if you were in my position?
- What innovative solutions have you seen others use?
- How can I evaluate these options objectively?



# Options

## *Options Exploration Questions*

### Questions Mentees Can Ask Themselves/Mentors

#### Action Clarity Questions

- What's the very next step I need to take?
- What can I do today to move forward?
- How will I know I'm making progress?
- What am I committing to do before our next meeting?
- What would success look like in the next month?

#### Questions to Ask Mentors:

- How can you best support me in this action?
- What advice do you have for staying on track?
- How should I handle obstacles that come up?
- What would you want to know about my progress?
- How can I make the most of our mentoring relationship moving forward?





# Way Forward

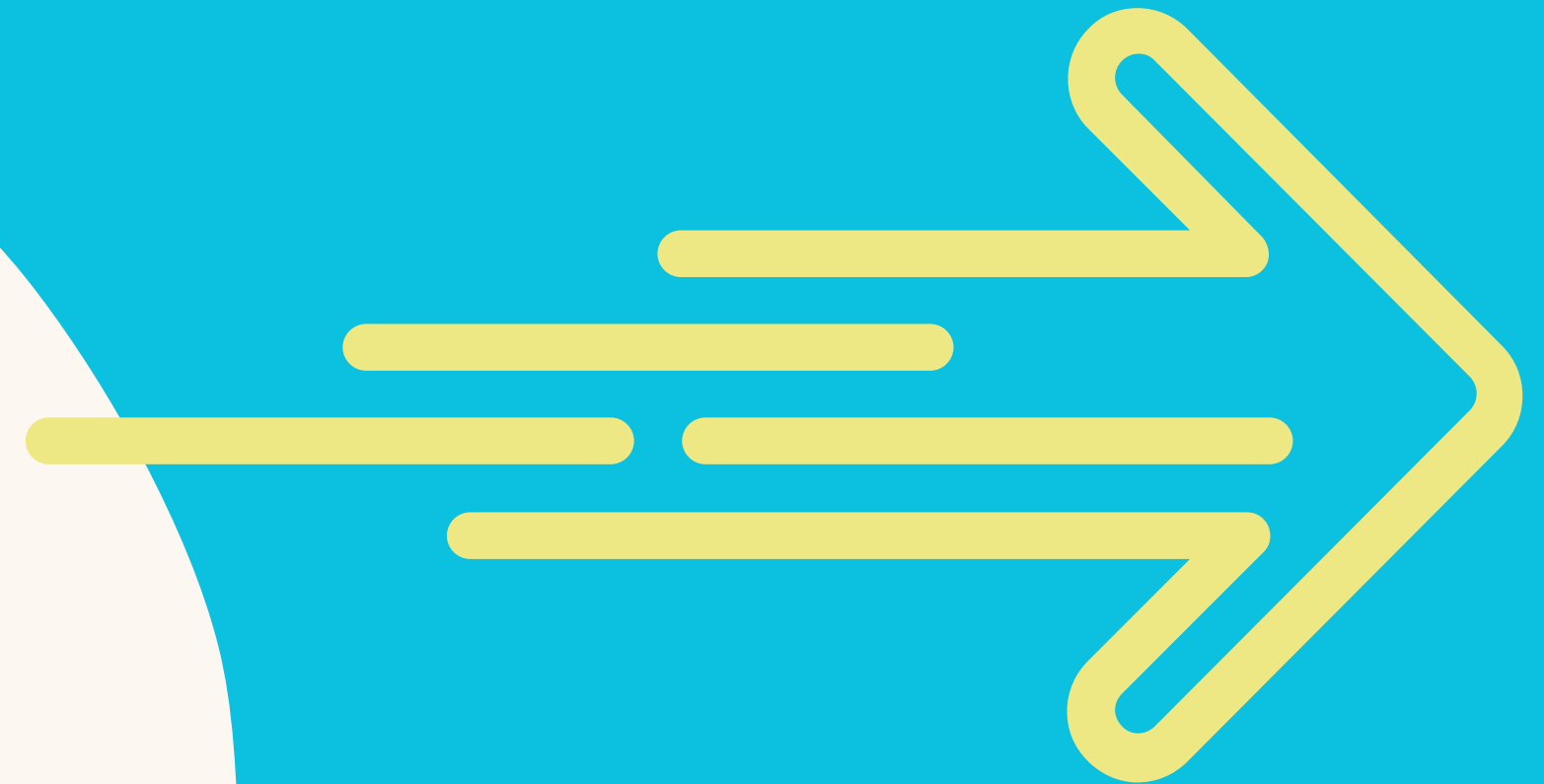
## *Action Oriented Questions*

### **Commitment Questions:**

- Which option resonates most strongly with you?
- What specific action will you take first?
- When will you take this first step?
- How will you hold yourself accountable?
- What might get in the way, and how will you handle it?

### **Planning Questions:**

- What does your timeline look like?
- Who do you need to involve or inform?
- What resources will you need to gather?
- How will you measure your progress?
- What milestones will you set along the way?



# Way Forward

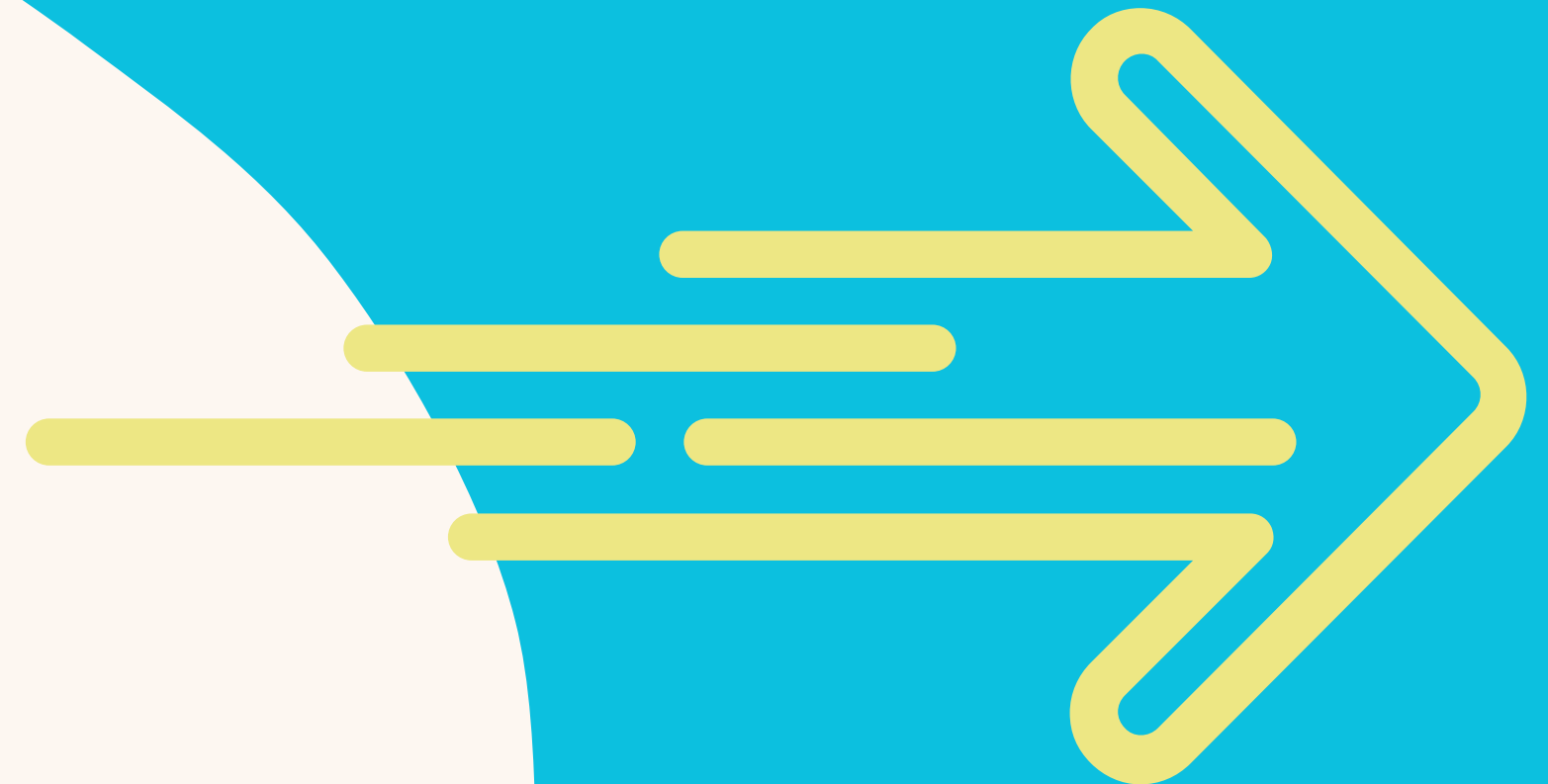
## *Action Oriented Questions*

### **Support Questions**

- What support do you need from me?
- Who else could help you succeed?
- How would you like me to follow up with you?
- What encouragement or accountability would be most helpful?
- How will you celebrate your progress?

### **Resilience Questions**

- What will you do if you encounter setbacks?
- How will you stay motivated when things get difficult?
- What backup plans might you need?
- How will you adapt if circumstances change?
- What will remind you why this goal matters?



# Bonus Questions

## *Advanced GROW Questions*

### **Meta-Learning Questions (for both mentors and mentees)**

- What patterns do you notice in how you approach goals?
- What is this process teaching you about yourself?
- How might you apply this framework to other areas of your life?
- What assumptions are you making that might be worth questioning?
- How has your thinking evolved through this conversation?

### **Relationship-Building Questions**

- What would make our mentoring relationship most valuable for you?
- How can we create the right environment for honest conversations?
- What feedback would be most helpful for your growth?
- How do you prefer to receive challenging feedback?
- What would help you feel most supported in pursuing this goal?

### **Systems Thinking Questions**

- How does this goal connect to your broader life systems?
- What ripple effects might achieving this goal create?
- How might pursuing this goal impact other areas of your life?
- What systemic barriers or supports exist around this goal?
- How does your approach to this goal reflect your overall approach to challenges?





# Thank You.

## For Your Attention

We appreciate your time and interest in using our resources.  
This resource was created by Dr Henry Koge.

