

Mentoring

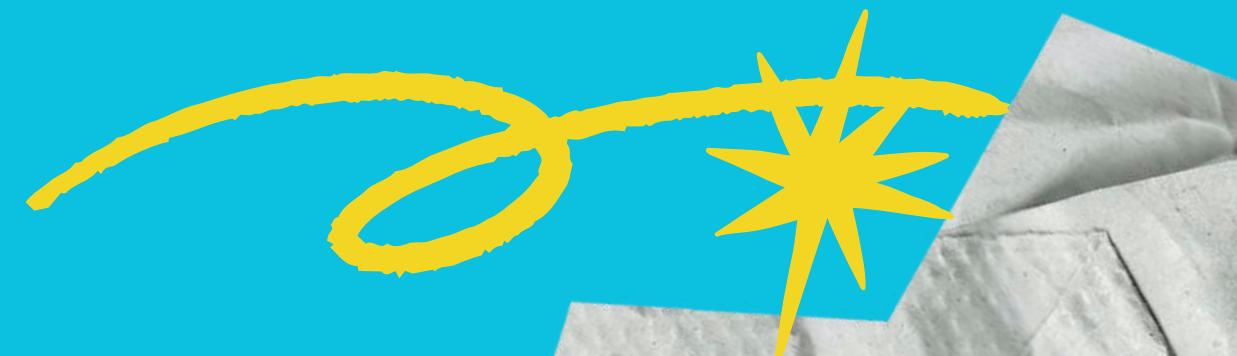
IGNITING EXCELLENCE
THROUGH MENTORSHIP

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

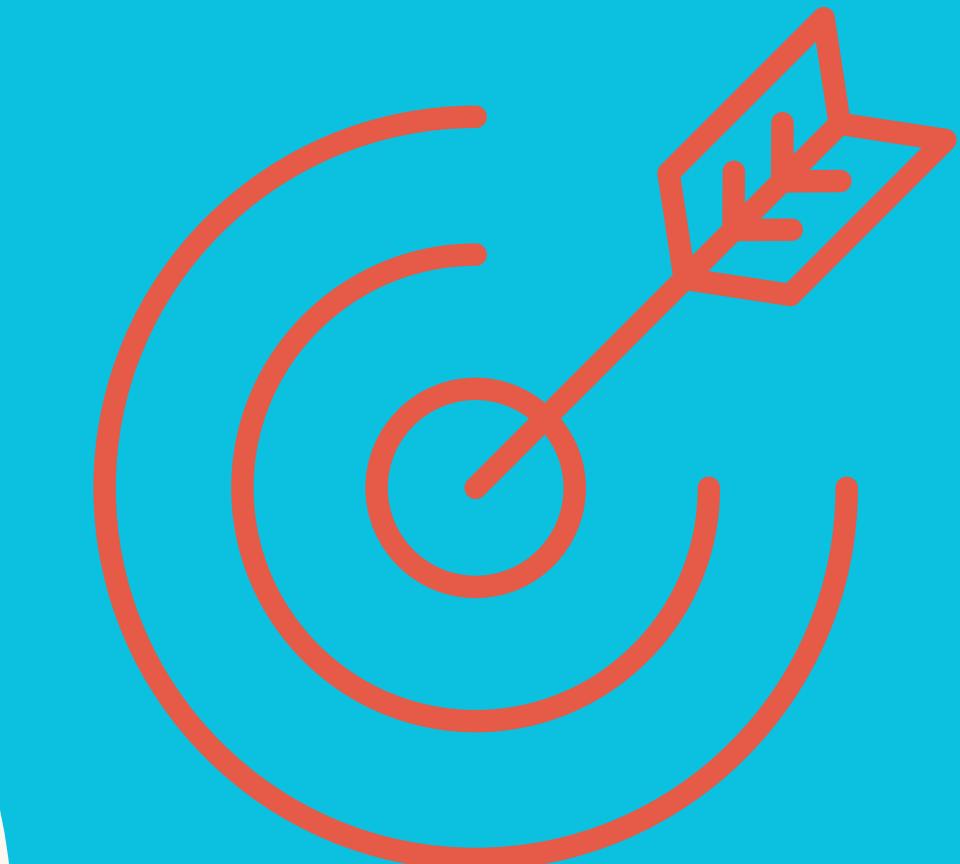
Questions Mentees Can Ask Themselves/Mentors

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

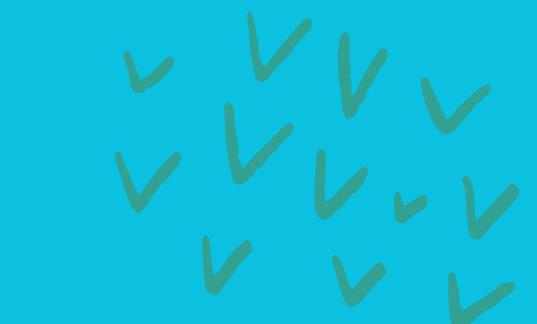
Reality Check Questions

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

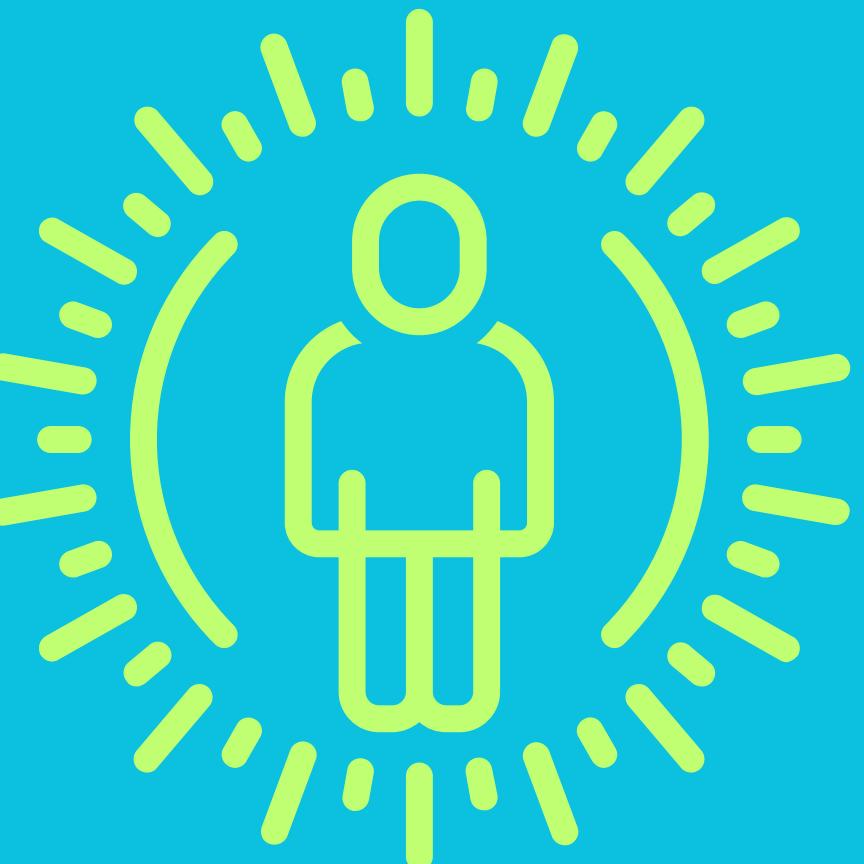
Reality Check Questions

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

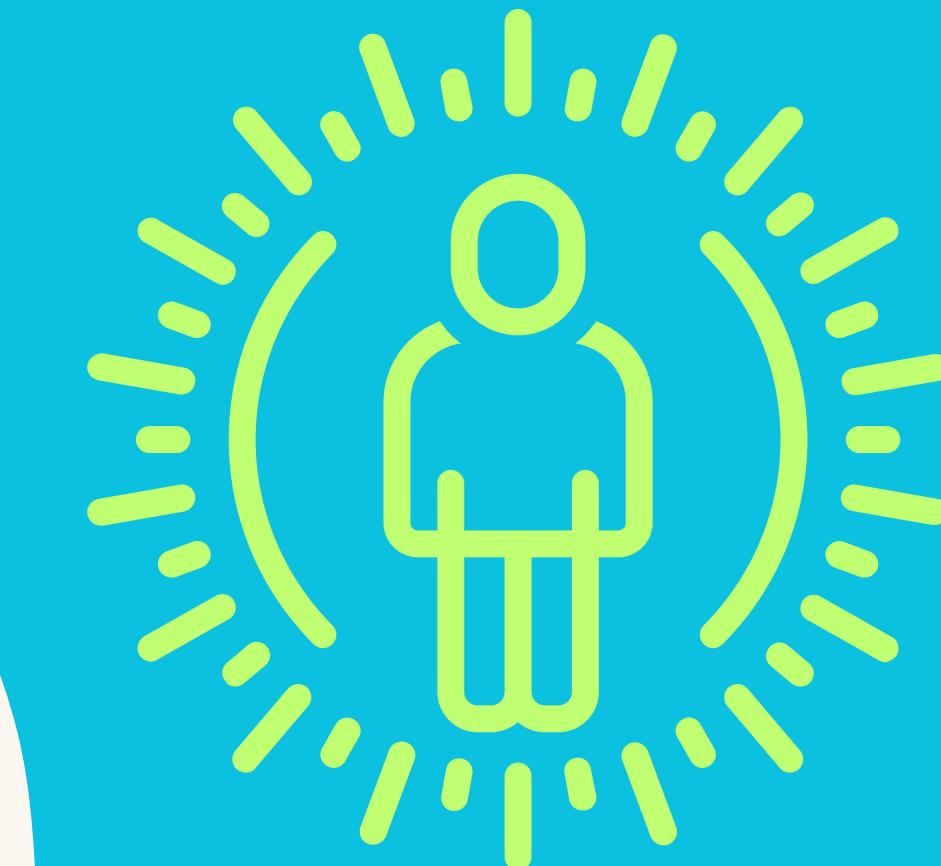
Questions Mentees Can Ask Themselves/Mentors

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

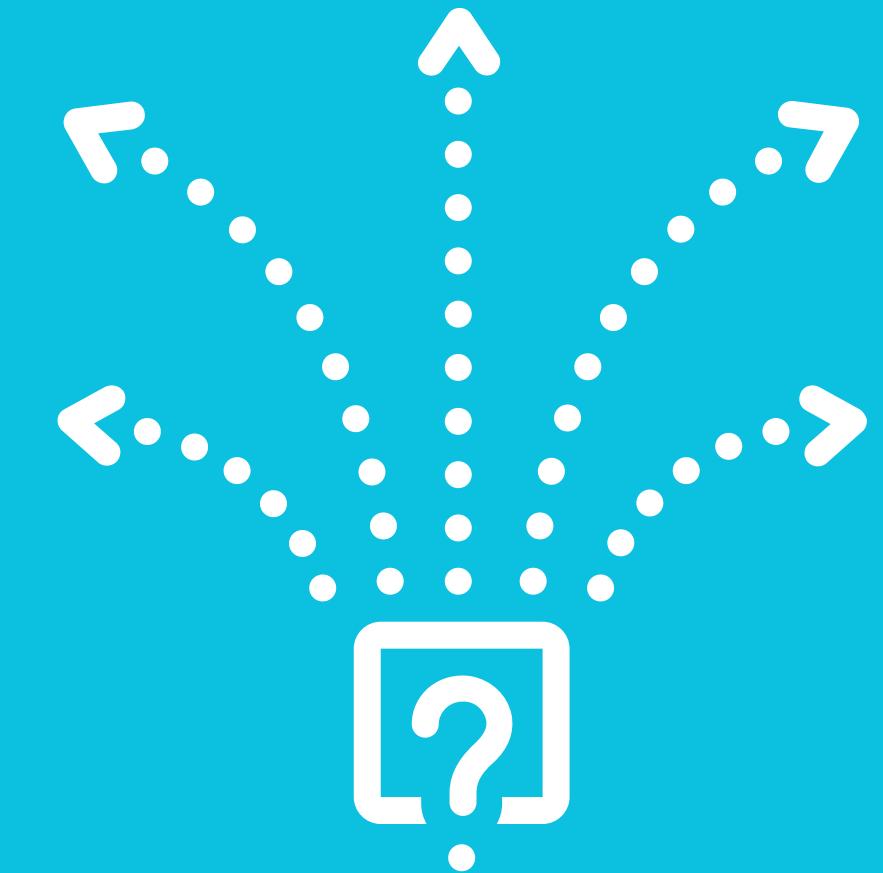
Options Exploration Questions

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

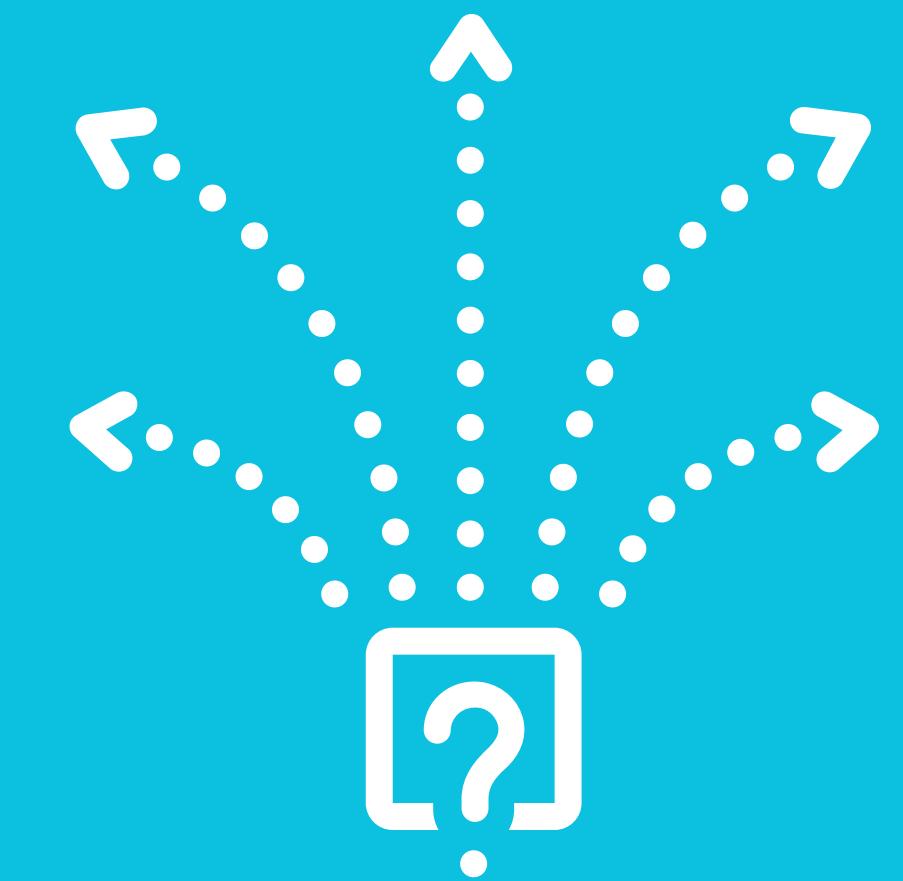
Questions Mentees Can Ask Themselves/Mentors

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

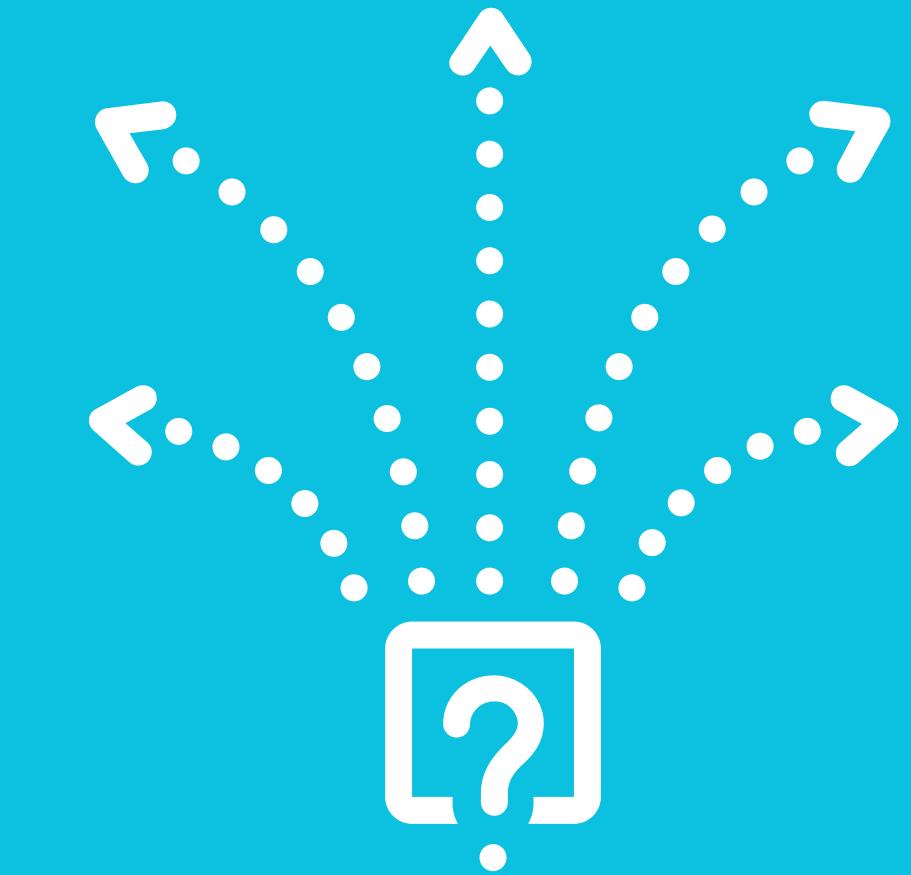
Questions Mentees Can Ask Themselves/Mentors

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

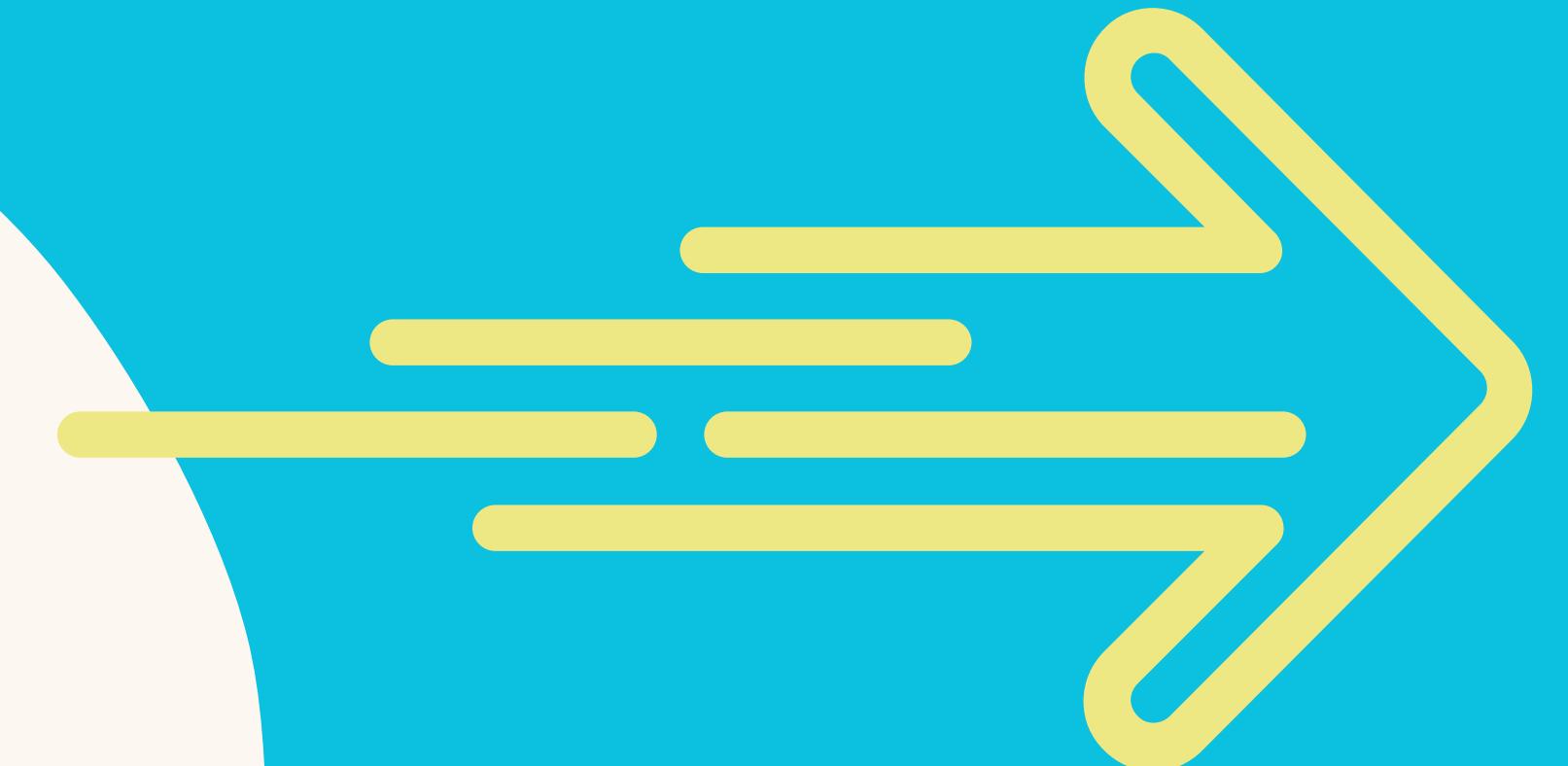
Action Oriented Questions

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

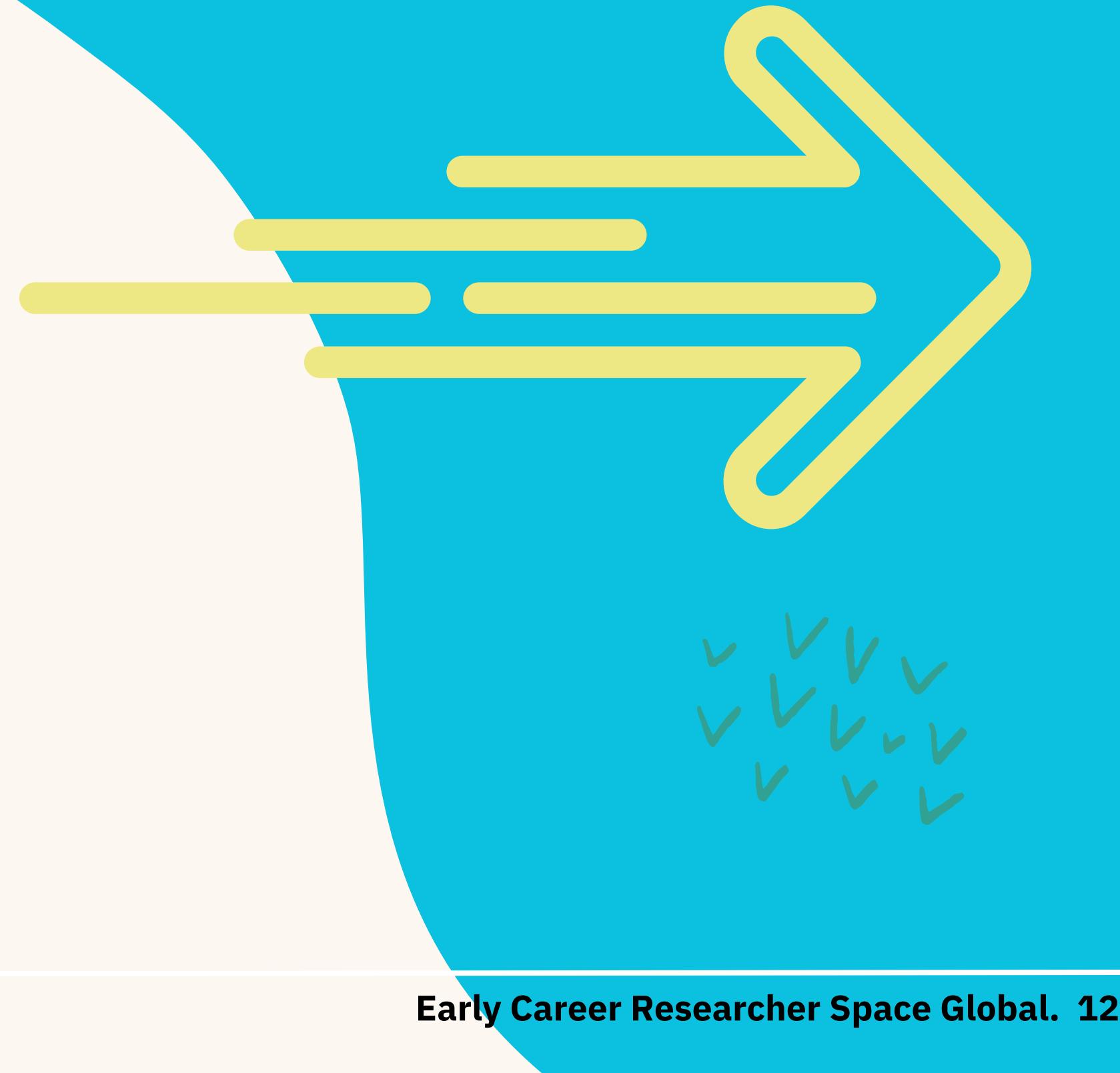
Action Oriented Questions

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.

