

Mentoring

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The GROW Model for Coaching

Goals

- What do you want?

Reality

- What's happening now?

Options

- What could you do?

Will

- What will you do?



Goals – What do you want?

- What would you like to focus on?
- What do you want instead of the problem/issue you are facing?
- Is that realistic?
- What will achieving this goal do for you, or give you?
- When do you want to achieve it by?
- What will be a stepping stone?
- How will you measure it?



Reality – What is happening now?



- What is happening at this moment?
- How do you know this is accurate/true?
- Who is involved (directly and indirectly)?
- What happens to you and how do you feel?
- What have you done so far?
- What effect did that have?
- What could be good about this situation?

Options – What could you do?

- What could you do to change situation?
- What approaches have you seen in similar situations?
- What would you do differently if you were able to start again?
- Whom might be able to help?
- What is the right thing to do?
- What would a wise old friend suggest?
- Which options are of interest to you?
- What option would you like to act upon?
- What are the benefits and pitfalls of this action?



Will – What will you do?



- What are the next steps?
- Will this address your goal?
- Precisely when will you take them?
- What might get in the way?
- Who needs to know?
- What support do you need and from whom?
- Rate on a 1-10 scale your motivation to take this agreed action.
- What prevents you from being at a 10?



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