

Coaching Questions for Mentoring

The following breakdown of the **GROW** Coaching Model will serve as a starting point for identifying goals and facilitating useful conversations.

1. **Goal:** First, you must define and agree upon the outcome you want to achieve. Try to make the goals **Specific, Measurable, Attainable, Realistic** and **Time-bound**. For example, “my goal is to increase the professional learning culture at my organization, and have 50% of employees attend a professional development opportunity of their choice in the next 3 months”
 - What do you want to achieve?
 - What is the ideal scenario/vision for the future?
 - How will you know when the issue is solved?
2. **Reality:** Before diving into the best way to solve, it’s important to do an honest assessment of where they’re at right now. This way, they don’t miss some of the information they need in order to reach their goal effectively.
 - Where are you now in this area? (Who, what, where, how often)
 - What have you tried in the past?
 - What are some of your current strengths (and/or strengths of organization)?
 - Discuss self-assessment—what surprised you? What stood out?
3. **Options:** Here is where you’ll discuss what policies or tools would help them achieve their goals, or move them closer towards them over the **time frame of the program**.
 - What are the choices?
 - What obstacles do you perceive standing in your way of making this change?
4. **Way forward:** Time to create an implementation plan on how to manage the change.
 - What are the needed actions to make this happen?
 - What 3 actions can you take that would make sense in the next week? The next month?
 - What resources would provide added support to make this happen?