

# **GROWS Model for Facilitative Mentoring**

## **List of Prompts**

### **1. Goal**

- How do you want \_\_\_ to turn out?
- What do you want to happen?
- What is your desired outcome?
- What benefits would you like to get out of \_\_\_?

### **2. Reality**

- What do you mean by \_\_\_?
- Can you clarify?
- Tell me more about the situation.
- What are the different perspectives that are affecting the issue?

### **3. Options**

- What solutions have you tried so far?
- What do you propose to do? Can you think of any other options?
- If you do this, how will it affect \_\_\_?
- What else do you need to consider?

### **4. Way Forward**

- What is the best way forward?
- Which option has the most advantages and least disadvantages?
- How will this influence different stakeholders?

### **5. Summary**

- Can you summarize where you are right now and what you want to do next?
- How can I help you connect with the individuals and resources that you need?