

GROW Tool

Grow is a structure which will help you when mentoring others, or even in conversations to get the best outcome. It gives a simple approach to ensure that you focus on what is required / desired / needed (goal), a view of where things are now (reality), what courses of action could be taken – to explore lots of options, and then finally a focus on action to be take.

When do I use the tool as a mentor?

You can use this tool whenever you want to help someone else, move from where they are now to a better future place. Start with the Goal, then move to the Reality, then Options and finally look at what you actually will do. Here are some questions to help you with each phase:

Goal

- What is the subject matter or issue you want to work on?
- What is the aim of this discussion?
- What do you want to achieve long term?
- How much personal control or influence do you have over your goal?
- If you solved it, what would be happening? What would be different?
- If you solved it, what would that give you (repeat, if necessary)?
- When do you want to achieve it by?

Option

- What are all the different options you have?
- What else could you do? And what else?
- What if....
 - You had unlimited time?
 - You had unlimited money?
 - You were the boss?
 - You were the best manager you've ever had?
 - You could start again with a clean sheet?
 - You wouldn't get told off / fired?
 - You asked your wise old friend, what would they do?
 - You did nothing?

Reality

- What is happening now?
- What is your concern about it?
- Who is affected by this issue other than you? How could they see it?
- What have you done so far?
- What results did that produce?
- What obstacles have you overcome on the way?
- What has stopped you doing more?
- What's holding you back from taking action?

Will

- Which option(s) do you prefer? Which will give you the most satisfaction?
- Will this address your goal? To what extent will it solve the issue?
- What are your criteria for measuring success?
- When precisely are you going to start and finish each action step?
- What obstacles do you need to overcome? What would be your excuse if you didn't achieve your goal?
- What personal resistance do you have to taking this action? How will you overcome it?