

## Useful questions for GROW Meetings

Source: Handout from the course [Youthpass Heart Corps. Guiding the Learning Journey](#), HOP Online Learning Platform

The key to the **GROW model** is all about asking questions. The model suggests four steps to go through during a meeting:

- Step 1: Establishing the goal
- Step 2: Examining the reality
- Step 3: Exploring the options
- Step 4: Establishing the way forward

Let's have a look at them one-by-one:

### Step 1: Establishing the goal

At this stage it's useful to ask questions like:

- *Which area(s) of competence would you like to focus on?*
- *What would you like to achieve in the long term and the short term?*
- *What is it going to look like?*
- *How would you know that you have been successful in achieving...?*
- *What will be working better than it is now?*
- *What would be your intermediate goals/first steps?*
- *Are these challenging enough?*

### Step 2: Examining the reality

Useful questions in this step include the following:

- *What is the situation right now? (try to focus on facts!)*
- *What is working? What is not working?*
- *In what situations was this competence needed?*
- *Could you tell me a story about your greatest achievements in this area so far?*
- *What does it tell you about your strengths?*
- *What strengths of yours could help you in achieving your goals?*



- *What are the greatest external (or personal) challenges in further development of this competence?*

### Step 3: Exploring the options

Typical questions that you can use to explore options are the following:

- *What are your preferred courses of action?*
- *What are the possible actions you may take to reach your goal?*
- *What other alternatives could you think of?*
- *What would happen if you had more ... energy/ self-confidence/money/time?*
- *If you were to start everything from the beginning, what would you do?*
- *If the existing limitations would be eliminated, what would you do?*
- *What kind of support – from me and from others - would you need in order to do this?*
- *Who can help you?*

### Step 4: Establishing the way forward

Useful questions to ask here include:

- *Which steps/actions are you going to take?*
- *What difficulties do you see in relation to particular steps?*
- *What can you do to reduce/eliminate these difficulties?*
- *Who needs to know about your plans?*
- *How big, on a scale from 1 to 10, is your motivation to take these steps?*
- *What is it that makes it less than 10; what can you do to increase your motivation?*

Source: *The CLEAR and GROW model in the context of non-formal learning*

Kėžaitė-Jakniūnienė, Monika and Taylor, Mark (2018): One to one. Supporting learning face to face; Jugend für Europa/SALTO Training & Cooperation, Bonn, 2018, p.34

Kimmig, Michael (2015): Meant to be a Mentor. Workbook for EVS mentors; Foundation for the Development of the Education System (FRSE) | National Agency of the Youth in Action Programme, Warsaw 2015, p.22

