
Growing with GROW

Guiding the learning journey
with the GROW model

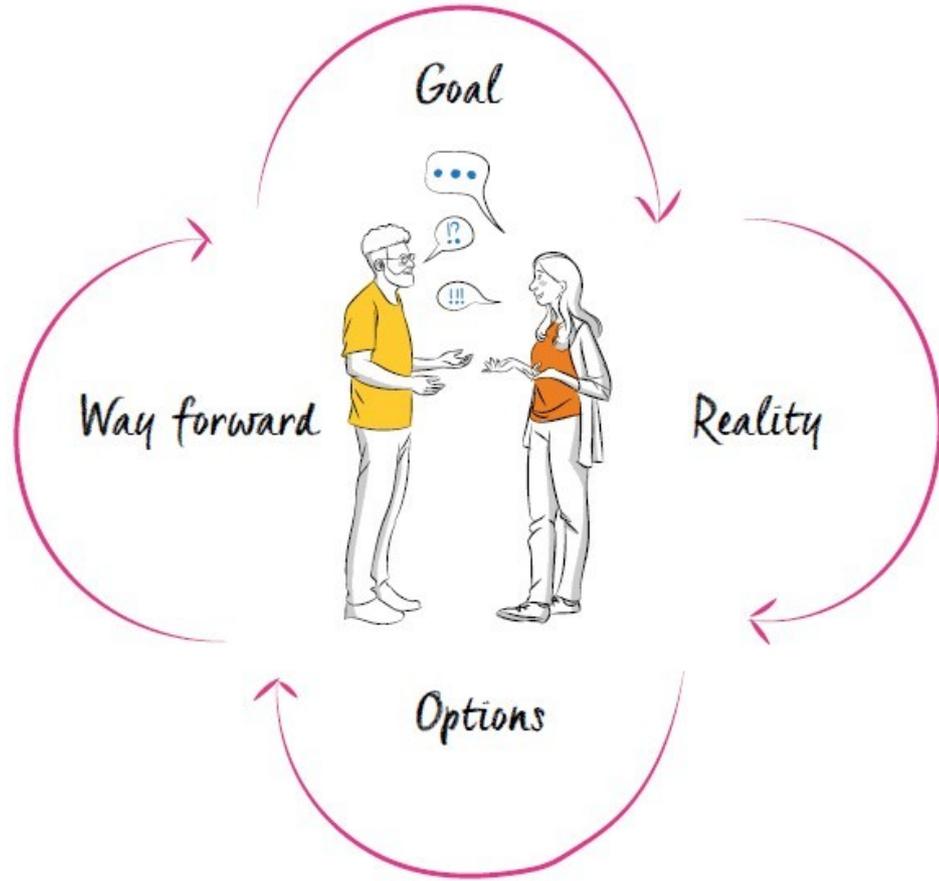
Michael Kimmig, Mentoring under Construction

MeetUP #4, 04.04.2024, 17.00-18.30 CEST

The GROW model

- ✦ developed by Graham Alexander and John Whitmore (Coaching for Performance, 1992)
- ✦ coaching framework for problem solving, goal setting and performance improvement to unlock potential and possibilities
- ✦ an easy-to-follow approach that can be applied to learning support in the European Solidarity Corps





awareness and responsibility

G-R-O-W

*Exploring possibilities,
taking action*

Source: "Youthpass Heart Corps. Guiding the learning Journey" HOP Online Learning Platform

GROW Steps

STEP 1: WHAT ARE YOUR GOALS?

- ✗ Identifies and clarifies goals (ultimate goals, performance goals, progress goals).
- ✗ Provides understanding of principal aims and aspirations.
- ✗ Clarifies the desired result from the session.

STEP 2: WHAT IS THE REALITY?

- ✗ Assesses the current situation in terms of the action taken so far.
- ✗ Clarifies the results and effects of previously taken actions.
- ✗ Provides understanding of obstacles and blocks preventing or limiting progression.

STEP 3: WHAT ARE YOUR OPTIONS?

- ✗ Identifies the possibilities and alternatives.
- ✗ Outlines and questions a variety of strategies for progression.

STEP 4: WHAT WILL YOU DO?

- ✗ Provides understanding of what has been learned and what can be changed to achieve the initial goals.

The Art of Asking Questions

*Questions generate best
awareness and responsibility.*

John Whitmore, 1992



Mentoring support

With what do volunteers seek help/support?

What problems, challenges, etc. volunteers bring to your meetings?



*Mentoring/coaching begins,
if there is a question...*

Volunteer's challenges...

My project is boring.

I lost motivation.

I miss my friends and family.

*I cannot communicate with my
activity coordinator.*

I have nothing to do.

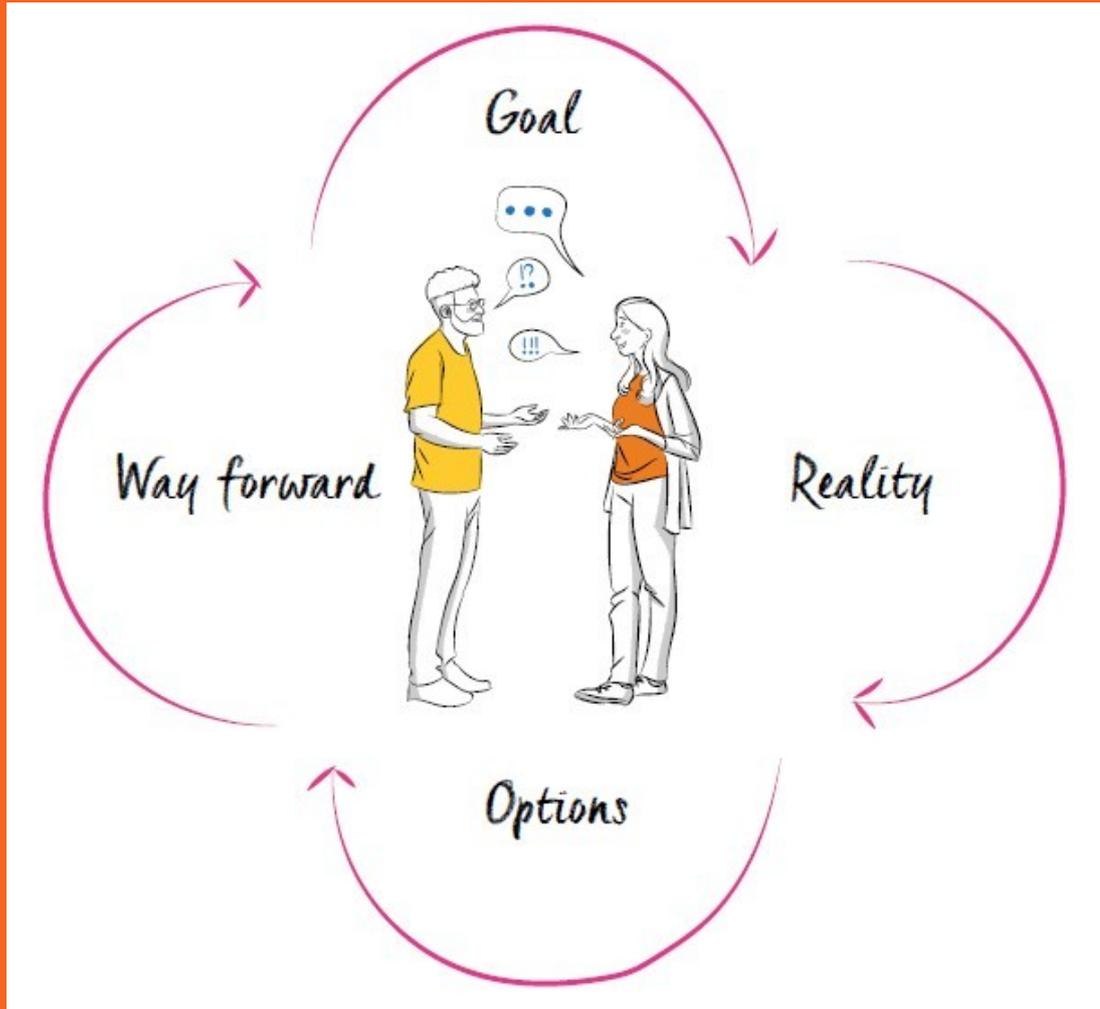
My flat mates don't clean.

...



INTRO

Check-in / the goal of this meeting / naming the challenge volunteers are facing



CLOSING

Summary / the next meeting

INTRO

The Goal of the Meeting

What would you like to work on (today)?

What would you like to discuss/talk about?

What would be the most helpful thing for you to take away from our meeting?



GOAL

What is your goal related to your question / your issue?

What would be an inspirational goal for you?

What outcome are you after?

What do you want to achieve?



REALITY

What is happening at the moment?

Where are you standing now related to your question / your issue?

What action have you already taken?

What stopped you from doing more?

What resources do you already have?



OPTIONS

What could you do? What ideas do you have? What options do you have to achieve your goal? What steps could you take? ... What else could you do?

What would you do if you could start with a clean sheet?

What would you say to somebody else with the same goal?

Which options would you choose?



WAY FORWARD

What will you do to reach your goal?

What are your next steps?

What resources / support do you need?

How committed are you, on a scale of 1–10, to taking each of these actions?



CLOSING

What are you doing?

When are you doing it?

How will I (the mentor) know?

When shall we meet next time?



The Art of Asking Questions

“Questioning must be a spontaneous process.”

Questions prepared mentally before they are asked will disrupt the flow of the conversation and not follow the interest or agenda of the [volunteer].”

John Whitmore, 1992, p.89



7 Tips for your Mentoring Conversation with GROW

The quality of mentoring relates to the amount of awareness and responsibility it creates.

Use What-, When-, Where-, Who-Questions

Avoid Why- and How-Questions

“What else?” stimulates deeper thinking

Prepare questions and adjust them on the go

Give the other person time to think about the question

If one question blocks the other person’s thoughts, drop it or find a way around



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Public group · 886 members



+ Invite

MuC Community

Romania, Lithuania,
Ireland, France

**MuC Annual
Events**

FB Group
Newsletter

**MuC Ongoing
Activities**

MuC Community HUB

MeetUPs

One Day Intensive
Workshops

Recaps/Articles

Podcasts

Micro-Learning

Building a
Mentor's
Competence
Framework

Developing
competences

Content & tools
around mentoring
(and coaching)



Mentoring/Coaching practices

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+ Invite

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SALTO ESC RC

Watch this video: https://youtu.be/YAcKm_LY3fs

Mentoring under Construction

MuC Community: <https://www.salto-youth.net/rc/solidarity/training-support-community/mentoring/>

MuC Podcasts: <https://open.spotify.com/show/30UMpeHmFrBdUe9Xw0DygW>

MuC FB Community: <https://www.facebook.com/groups/283638999612497>

MuC Event Documentation: <https://padlet.com/suntsolidareu/MentoringUnderConstruction>

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