

## The G.R.O.W Model

### Goal: *what do you want?*

The end point: where the client/mentee wants to be	Agree topic for discussion	Agree specific outcomes	Set long-term aims
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### Reality: *where are you now?*

The current reality: where the client is now	Invite self assessment of client	Offer specific feedback	Examine assumptions
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### Opportunity: *what could you do?*

All of the options of as to how the client will progress	Invite suggestions from the client	Carefully offer suggestions	Ensure that some choices are made
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### Way Forward: *what will you do?*

Action steps which will take the client to their goal	Prepare a plan with specific steps and timings	Identify possible future obstacles and solutions	Agree support for throughout the process
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