

MENTORING DISCUSSION QUESTIONS

Option 1: "coaching style"

- mentoring team asks questions (below) from the other team
- the questions will help the team to find solutions for their challenges themselves and proceed with the project
- the mentoring team does not necessarily provide their own comments or ideas but is more in a neutral coaching role

Option 2: "reciprocal feedback discussion"

- the mentoring team can ask questions and give their comments and ideas based on what they have read
- if you wish, you can use the headlines below to structure your discussion (goal, reality, options, will)
- in this option the mentoring team is actively providing their views

(The questions below are based on the GROW-model):

- <https://business.linkedin.com/content/dam/me/business/en-us/talent-solutions/learning-center/learn/LEARNGROWModel.pdf>
- Performance Consultants (International) Ltd © 2023 Example Questions for the GROW Model [Example Questions for the GROW Model \(performanceconsultants.com\)](https://www.performanceconsultants.com/example-questions-for-the-grow-model/)

<p>G: GOAL Define your short-term and long-term goals of the development</p> <ul style="list-style-type: none"> • What outcome would you like from this discussion? • What do you want to achieve short term / long term in your project? • When do you want to achieve it by? Is that realistic? • Imagine 3/6/12 months from now: all obstacles are removed and you have achieved you goal: <ul style="list-style-type: none"> ○ What do you see/hear/feel? ○ What is different? 	<p>R: REALITY Describe the current situation</p> <ul style="list-style-type: none"> • What is happening now (what, where, when, who, how much, how often)? Be precise if possible. • Who is involved (directly and indirectly)? • What have you done about this so far? What results did that produce? • What is holding you back?
<p>O: OPTIONS Identify and evaluate different action strategies</p> <ul style="list-style-type: none"> • Tell me what possibilities for action you see? • What approach/actions have you seen used, or used yourself, in similar circumstances? • What has worked in the past? • What steps could you take? • What else could you do? • Who might be able to help? 	<p>W: WILL Make a plan: what will you do by when?</p> <ul style="list-style-type: none"> • What option or options do you choose? • When precisely are you going to start and finish each action step? • What could arise to hinder you in taking these steps? • What support do you need and from whom? • Is there anything else you want to talk about now or are we finished?