

# Models to Structure Mentoring Conversations

## The GROW model

The GROW model is a four-step coaching framework (Goals, Reality, Options, Will/Way Forward) used to structure problem-solving and personal development. It helps individuals and teams move from their current situation to achieving desired outcomes by defining goals, assessing reality, brainstorming options, and committing to actions, making it a simple yet powerful tool for self-coaching and leadership



## The Star Model

The STAR Model is a structured storytelling technique (Situation, Task, Action, Result) used primarily in job interviews to answer competency-based questions by providing specific examples of past experiences, showcasing skills and achievements in a clear, concise way for employers. It helps job seekers detail the context (Situation), their responsibility (Task), the steps they took (Action), and the positive outcome or learning (Result), making their experience relevant and impactful.

