

# Early Warning Europe

## GROW

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EARLY WARNING EUROPE

**Early Warning Europe provides free,  
impartial and confidential counselling to  
companies in distress**

# GROW

The sequence of questioning.

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- **Goal**- setting for the session as well as short and long term. What do you want?
- **Reality** - checking to explore the current situation. What is happening now?
- **Options** and alternative strategies or courses of action. What could you do?
- **Will** – What is to be done, When, by Whom and the Will to do it. What will you do?

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## Qualities of a good goal

### SMART

- Specific
- Measurable
- Agreed
- Realistic
- Time phased

### PURE

- Positively stated
- Understood
- Relevant
- Ethical

### CLEAR

- Challenging
- Legal
- Environmentally sound
- Appropriate
- Recorded

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## Goal – questions setting

- What is the subject matter on which you would like to work?
- What results are you expecting on the end of our session?
- In the long term what is your goal related to this subject?
- What do you want to achieve during this session?
- Why it is so important?
- What will you have when you will achieve that goal?
- What will you lose .....?
- How will recognize that you achieve your goal?

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## 2. Reality – the current situation.

### Criteria of examining the reality.

- Objectivity – it is cover by opinions, judgments, expectation, hopes and fears. **Focus on facts.**
- Detachment – mentor must phrase questions that demands factual answers. What were factors that determined your decision?
- Not :  
Why did you do that?(produce believes, wishes)

## 2. Reality – the current situation.

- Description not judgment – encourage mentee to use descriptive terminology rather than evaluative (criticism).
- Deeper awareness – thanks to your questions mentee can structure their thoughts, to think and to be empowered by new awareness.
- Follow the mentee train of thought to gain his confidence and establishing support.

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## 2. Reality – the current situation.

- Use the senses: feel, sound and sight.
- Tap the emotions – they have particular meaning for interpersonal problems.

What do you think you are afraid of?

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## PIES - Questions

- Physical (money, time, IT, infrastructure, machines, YOUk)
- Intellectual (knowledge, skills, strategy, intellectual property)
- Emotional (feelings,
- Social resources– influence, support of mentors, teachers, role models, allies, team, family, clients, providers, competitors,



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## Reality questions

- ✓ What is the present situation in more details? In scale 1-10
- ✓ Who is affected by this issue other than you?
- ✓ How much control do you personally have over the outcome?
- ✓ What action steps have you taken on it so far?
- ✓ What obstacles will need to be overcome on the way?
- ✓ What resources do you already have?
- ✓ What other will you need?
- ✓ What is the real issue here?
- ✓ .....

## 3. What options do you have?

- The purpose of this stage is to create and list as many alternative courses of action as possible (the brain stimulating process).
- Mentee must be free of restrictions: judgments.
- Negative assumption must be avoided: It can't be done., They would never agree to that.
- Encourage for imaginative thinking : What if you had a large enough budget?, What if that obstacle did not exist?

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## Sorting options.

- Benefits and costs of each solution
- Various pros and cons of each option
- Input from the Mentor – if mentee has not come up with obvious solution.

I have another couple of possible options. Would you like to have them?

- Mapping the options – putting them into hierarchy order.

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## Questioning about the options.

- What you can do to reach your goal?
- What else you can do?
- What you could do if you have more time and money?
- What your business hero would do in such situation
- What are the advantages and disadvantages of each of solutions?
- What will give the best results?
- Which solution fit best to you?
- Which will give you the most satisfaction?

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## 4. What will you do?

The purpose of this final phase of mentoring is to convert the discussion to the decision.

It is the action plan.

### Questioning:

- What are you going to do?
- Now its time to clarrify the detail of the chosen options.
- When are you going to do it?

## 4. What will you do?

- **Will this action meet your goal?**( the goal of the session and the end goal, sometimes the action must be modified in the light of setted goal)
- **What obstacles might you meet along the way?** (external and internal).
- **Who needs to know?** (sometimes really important persons are informed too late)
- **What support do you need?** (skills, resources, information, help of other M.Rep)
- **How and when are you going to get the support?**

# Mentoring

## As result of mentoring we have :

- **Higher level of performance:** it is setting one's own highest standard's – it is an expression of one's potential. It demands total responsibility and ownership.
- **Learning** – of new skills.
- **Enjoyment** – self-estim, confidence, being effective.