

Question Stems for Mentoring and Coaching

These slides were used during mentor training to support mentors in their weekly meetings with trainees, particularly in the area of target setting and considering possible corresponding actions.

It is recognised that trainees will have different levels of independence and ownership over their professional journey and it is intended that this document gives a sense of how trainees can be supported in taking more initiative and a possible trajectory of support in becoming an effective reflective practitioner.

Directive – Giving instruction

Mentor has the solution



As trainee progresses



Trainee has the solution

Indirective – Asking questions

Typical Mentor Questions:

You need to....
I think you should.....
You must....
You have to.....
I want you to.....

Have you tried.....
Could you perhaps.....
What about trying.....

Describe what happened/might happen
Explain why you think this happened?
Tell me what the consequence was?
Describe what you can take forward?
What else?
What would you do if.....?

Tell me
Explain
Describe

Supporting Trainee Target Setting

G R O W

Goal

Reality

Options

What now?

Describe what perfect adaptive teaching would look like

Tell me how your adaptive teaching looks now

What could you do?
What else? (Aim for a range of options)

Tell me your first step(s)

Thinking of a possible target for your trainee, what would a GROW conversation look like?