

having 1-on-1 conversations with mentees.



“I Said Grow” – a useful tool for structuring one-on-one mentoring conversations

This tool is only one of many ways to structure or conduct a mentoring conversation. Consider it a template for helping to kick-start conversations. This tool can be shared with your mentee to ensure that your ongoing communication may be strengthened both ways, and so that your intentions are transparent to your mentee.

The **I SAID** part is: an analysis of a specific situational need, issue, problem or opportunity.

The **GROW** part is: a behaviour change or opportunity to share resources.

Identify the **I-SSUE** with your mentee the issue, problem or opportunity the mentee wants to work on:

ASK: What’s the issue they’re facing? What’s its nature? Its depth? Its complexity?

Asses the **S-ITUATION**

ASK: What situation is my mentee facing? What other issues underlie this situation? Is there a pattern I can sense?

What **A-CTIONS** need to be accounted for?

ASK: What’s my mentee doing skilfully or unskillfully in the situation we’re reviewing? What have they tried and not tried? What would they like to do?

Assess the **I-MPACT**

ASK: What effects are the issue/situation/actions having on my mentee? What resources are available?

D-ESIRED OUTCOME

ASK: What goals might the mentee consider setting to reach their goal or desired outcome? What would the mentee like to see change? What resources do I know that may help them create their goals (SMART Goals, Resources available on campus, etc.)