CUMBRIA
CAREERS HUB

CLEP
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LOCAL
ENTERPRISE
PARTNERSHIP

THE CAREERS &
ENTERPRISE
COMPANY

GROW Model Questions

Stage 1 – Goal

How can I help you today?

What would you like to focus on /talk about today?

Where are you hoping to be at the end of the session?

When you get up to leave at the end of the session today – what would make you feel it had been worthwhile?

Stage 2 – Reality

So tell me a little bit about what's going on at the moment

Could you tell me about something that has gone well for you at college this week?

What's important to you in a job?

What's the best job you have ever done?

What kind of job did you imagine you would do?

Stage 3 - Options

So what have you thought about /considered so far

What advice have you been given?

If you knew you couldn't fail what would you do

If all jobs paid the same what would you do?

Should we look at the pros and cons of your options?

What is your head and heart telling you to do?

What would your mum/dad /gran etc. say?

Stage 4 – Way forward

So what are you going to go away and do after today's meeting?

How realistic are your goals /targets – on a scale of 1-10 how likely are you to achieve it ? What would change your number to a higher one?

What barriers might you encounter?

Who can help you?