

T-GROW Prompt Sheet for Business Mentors

The T-GROW model is a flexible, practical tool for structuring mentoring conversations that lead to insight, clarity, and business-focused action. Use the prompts below to shape each stage of the conversation.

T - Topic

What would you like to focus on today?
What's keeping you awake at night?
Which area of the business feels most urgent or unclear?

G - Goal

What would a successful outcome look like from this session?
What do you want to walk away with today?
What's the longer-term goal linked to this issue?

R - Reality

What's happening right now in this area?
What have you already tried?
What's standing in your way?
What's working well that you might build on?

O - Options

What are your options here?
What could you do if there were no constraints?
Who else might you involve or learn from?
What's a creative or unexpected way to move forward?

W - Will / Way Forward

What will you do as a first step?
When will you do it?
What support do you need to follow through?
How will you hold yourself accountable?