**G-STAR Mentoring Model**

This is a particularly useful technique in mentoring. Use it to explore a particular issue with your mentor. It can often be a fast track to the real answers you are looking for.

**G What are your GOALS?**

* What are your goals for today’s discussion?
* What will give you the most value from today’s session?
* Do you have control over this issue?
* When do you need to achieve this goal by?

**S What SITUATION are you facing?**

* How do you feel about the situation?
* How can you describe the situation?
* What do you know about the current situation?
* What do you not know about the current situation?

**T What is your THINKING at this time?**

* What options have you considered about the situation?
* What underlying assumptions are you making?
* Think how others would solve the problem.
* Think about how you will measure success.

**A What ACTIONS are you considering?**

* What do you need to do first?
* By when do you need to have this done?
* In what sequence will you do these tasks?
* Can you think of anything that may disrupt your actions?

**R What RESULTS do you expect?**

* Are the results realistic?
* Have you considered other outcomes?
* What contingencies can you put in place?
* What is the consequence of not achieving these results?