

G-STAR Mentoring Model

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

G What are their GOALS?

- What are their goals for today's discussion?
- What will give them the most value from today's session?
- Do they have control over this issue?
- When do they need to achieve this goal by?

S What SITUATION are they facing?

- How do they feel about the situation?
- How can they describe the situation?
- What do they know about the current situation?
- What do they not know about the current situation?

T What is their THINKING at this time?

- What options have they considered about the situation?
- What underlying assumptions are they making?
- Ask them to think how others would solve the problem.
- How they will measure success.

A What ACTIONS are they considering?

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

R What RESULTS do you expect?

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