

# GROWTH CONVERSATION – QUICK GUIDE

STRETCH POTENTIAL THROUGH STRENGTHS, INSIGHT,  
AND FORWARD MOMENTUM.

## Purpose

Growth conversations help people expand their impact, reflect on their mindset, and see what's possible next. These are not performance reviews — they're moments of care, stretch, and belief.

## Timeframe

15–30 minutes —  
can be scheduled  
or in the moment.

## The B.E.S.T. Framework

B  
BEGIN WITH  
STRENGTHS

***"Here's something I've noticed you're doing really well..."***

- ✓ Start with something specific, recent, and authentic.
- ✓ Anchor in observed behaviour or values.

Try asking:

*"What's something you're proud of from the past few weeks?"*

*"Where do you feel most confident right now?"*

*"Can I share a strength I've seen you using really effectively?"*

E  
EXPLORE  
MINDSET

***"Where do you think you've been showing up — above or below the line?"***

- ✓ Invite reflection on how they've been thinking, feeling, and approaching challenges.
- ✓ Build awareness, not judgement.

Try asking:

*"What story are you telling yourself about this situation?"*

*"Where have you been leaning in — and where have you been holding back?"*

*"Where have you been feeling confident — and where not so much?"*

S  
STRETCH  
OPPORTUNITIES

***"Here's where I think you could grow or stretch next..."***

- ✓ Offer a supportive challenge or potential area to evolve.
- ✓ Focus on possibility, not deficiency.

Try asking:

*"Where do you think your next opportunity for growth might be?"*

*"What would it look like to play a bigger game here?"*

*"What's one skill or mindset you'd love to strengthen?"*

T  
TAKE IT  
FORWARD

***"What support would help you move forward from here?"***

- ✓ Co-create next steps with clear follow-through.
- ✓ Focus on ownership, not obligation.

Try asking:

*"What's one small step you could take this week?"*

*"What would progress look like over the next month?"*

*"What kind of support or accountability would be helpful?"*



# KEYS TO A GREAT GROWTH CONVERSATION

- ✓ Start with belief — lead with strengths
- ✓ Be specific — avoid general feedback
- ✓ Keep it safe — use care, not critique
- ✓ Make it a habit — not a once-a-year moment
- ✓ Use it to grow people — not to “fix” them

## THINGS TO WATCH FOR

TO KEEP GROWTH FEEDBACK SUPPORTIVE, NOT SCARY

### **Rushing to fix or critique**

- Growth feedback isn't about what's broken — it's about what's possible.

### **Vague or generalised comments**

- Be specific. Ground everything in observable behaviour.

### **Only giving feedback in formal settings**

- Great leaders give growth feedback in real time — as a habit, not an event.

### **Missing mindset**

- Help them explore how they're showing up — not just what they're doing.

