THE MENTORING JOURNEY
YOUR FRIEND
ON THE JOURNEY
PREPARING FOR TAKEOFF

• What is mentoring? Not?
Mentoring is a helping relationship based on an exchange of knowledge, experience and goodwill. Mentors help someone less experienced gain confidence, clearer purpose, insight, and wisdom.

Source: David Clutterbuck
PREPARING FOR TAKEOFF

• What is mentoring? Not?
• Expectations
• Boundaries
• Confidentiality
TAKEOFF

- Setting expectations
- Setting expectations..... and
- ...Setting expectations
- Contract
IN THE AIR

- Evaluate
- Prepare
- Taking stock
PRIORITIZING

A  Should be doing  Doing
B  Shouldn’t be doing  Doing
C  Should be doing  Not doing
D  Shouldn’t be doing  Not doing
PRIORITIZING

a. What am I doing today that I should keep doing?

b. What am I doing today that I really shouldn’t do?

c. What should I be doing that I am actually not doing today?

d. What am I not doing today that I should (still) not be doing?
PRIORITIZING VALUES
PRIORITIZING VALUES

Assign ten points (whole numbers only) between the following priorities:

- money/financial security
- Status/recognition
- job satisfaction
- a good life outside of your job

How do you see your score now? And in ten years?

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GOALS

1. What am I hoping to learn from this relationship?
2. What am I willing to commit to — for myself and for my mentee?
3. how do I know that it has been a success?
GOALS

Goal setting

- Positive
- In own control
- Motivating
GOALS

• Who would you like to be?
• What do you want? (not what you don't want)
• Why do you want that?
• How will you know that you have reached your goal?
• What’s your first step towards the goal?
• What’s the next step?
• When would you like to reach your goal?
• Who and what do you need to support you?
• How will you celebrate reaching your goal?
FEEDBACK
FEEDBACK

1. I think it’s good when you ........................................
it makes me ..........................................................

2. I think you could be better at ...............................
it makes me ..........................................................

3. Your biggest strength as a mentor is ..............
because the effect it has on me is ...............
COMPETENCY ASSESSMENT
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• Choose your favourite story and share it with your mentor

• Your mentor listens and writes down on Post-it notes the competences he or she pulls from your story

• Your mentor shares with you what has been written down.
PERSONAL SWOT

S
Strengths

W
Weaknesses

O
Opportunities

T
Threats
LISTENING

How do you normally listen?

1. listening while waiting to talk.
2. listening to disagree.
3. listening to understand.
4. listening to help the mentee understand.
5. listening openly and without an agenda.
MENTOR ROLE MATRIX

- Coach
- Adviser
- Networker
- Guide

Direction:
- Directive
- Supportive (emotional)

Nature:
- Challenging (cognitive)
- Non-directive
MENTOR ROLE MATRIX

A coach
challenges the mentee on performance and goals

An advisor
provides advice based on own learning and experiences

A guide
provides an overview of e.g. the complexities of an organization’s politics

A networker
makes introductions and/or helps the mentee develop their network
ADVICE GIVING

- Why do you want to advice?
- Seek permission
- Help mentee reflect on how to use advice
CHALLENGE

How much challenge am I looking for?

Effective mentors provide a balance of challenge and support, the most effective mentoring works on the quality of your thinking.
BLOODY DIFFICULT QUESTIONS
BLOODY DIFFICULT QUESTIONS

• What’s the biggest lie you have told yourself recently?
• What’s the biggest lie you have told someone else recently?
• What are the risks of success?
• What would other people feel least comfortable telling you?
• What’s the question you would least like to be asked right now?
• Who are you trying to avoid being like?
• What decisions did you avoid this week?
BLOODY DIFFICULT QUESTIONS

• What questions should you ask yourself before our next meeting to make good use of our next mentoring session?
• What would you like to believe about yourself?
• What is your general sense of direction? are you moving towards what you want to achieve, or are you being blown off course? If the latter, what by?
• If our roles were reversed, what would you be asking me right now?
• What makes you get out of bed in the morning?
• What makes you think you’d rather stay there?

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