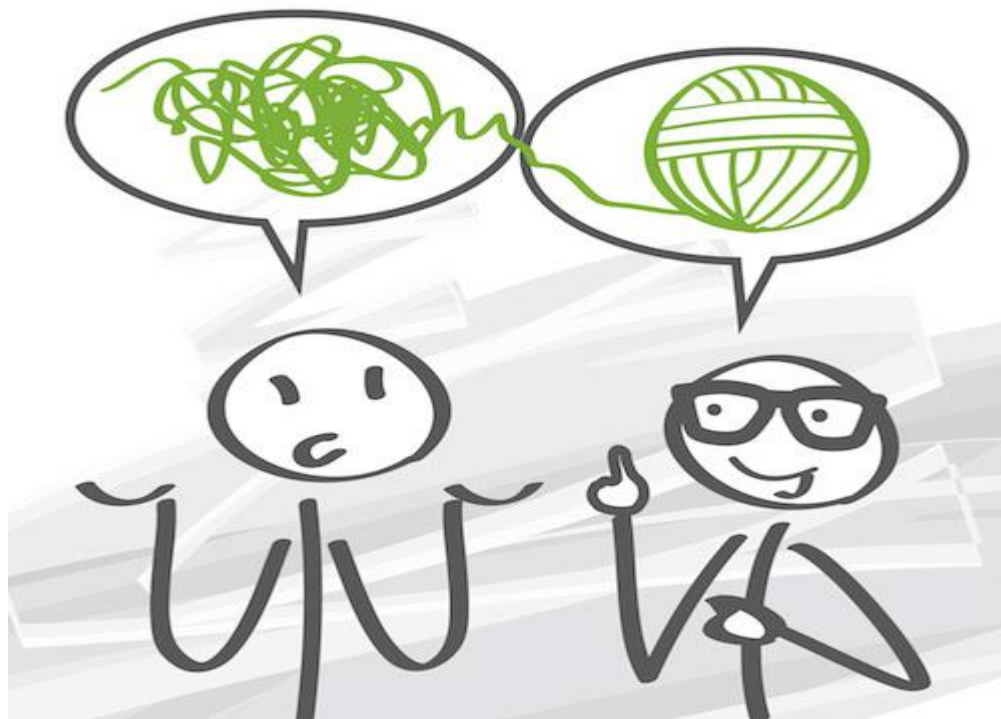


Mentoring for staff

Thursday 28 February 2019



By the end of this session, we will have:

- described the roles of mentor and mentee
- identified essential mentoring skills and practiced them
- discussed how to assess mentee needs and reflect on progress

What happened in this scene?

- What were the differences between the two approaches in how they spoke to the player?
- Were there specific words or phrases used that you think would help or hinder the player?
- What about the manner in which each of them spoke to the player?

Some definitions

- **Mentoring**

"Mentoring involves primarily listening with empathy, sharing experience (usually mutually), professional friendship, developing insight through reflection, being a sounding board, encouraging" - David Clutterbuck

- **Coaching**

"A process that enables learning and development to occur and thus performance to improve" – Eric Parsloe

- What is the difference?

What type of mentor are you?

Supporter

Advocate

Critical
Friend

Teacher

What type of mentor appeals to you?

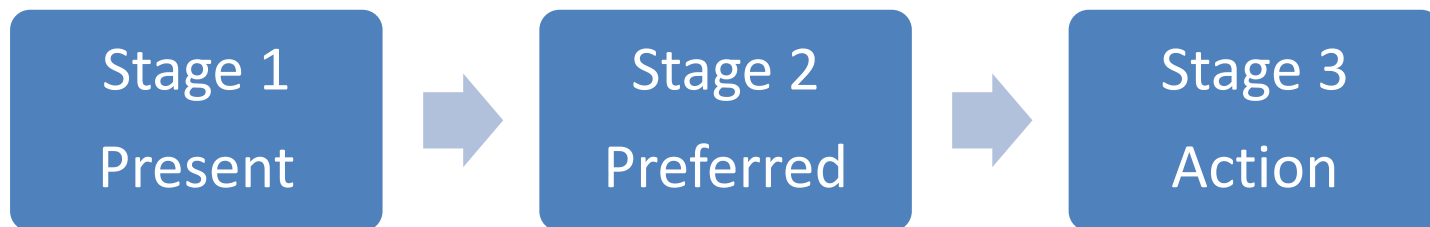
Supporter

Advocate

Critical
Friend

Teacher

Mentoring model - Egan's skilled helper

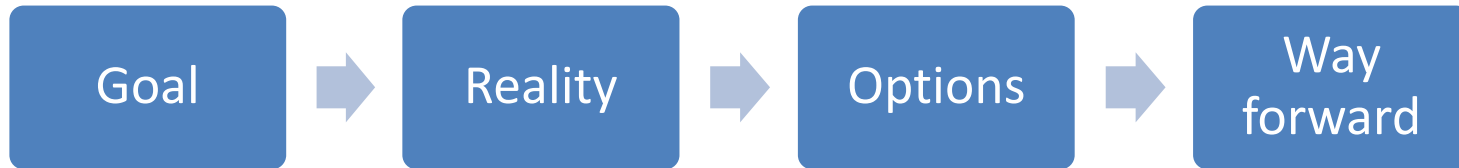


- Help mentees tell their stories
- Help mentees break through their blind spots
- Help mentees choose the right issues to work on

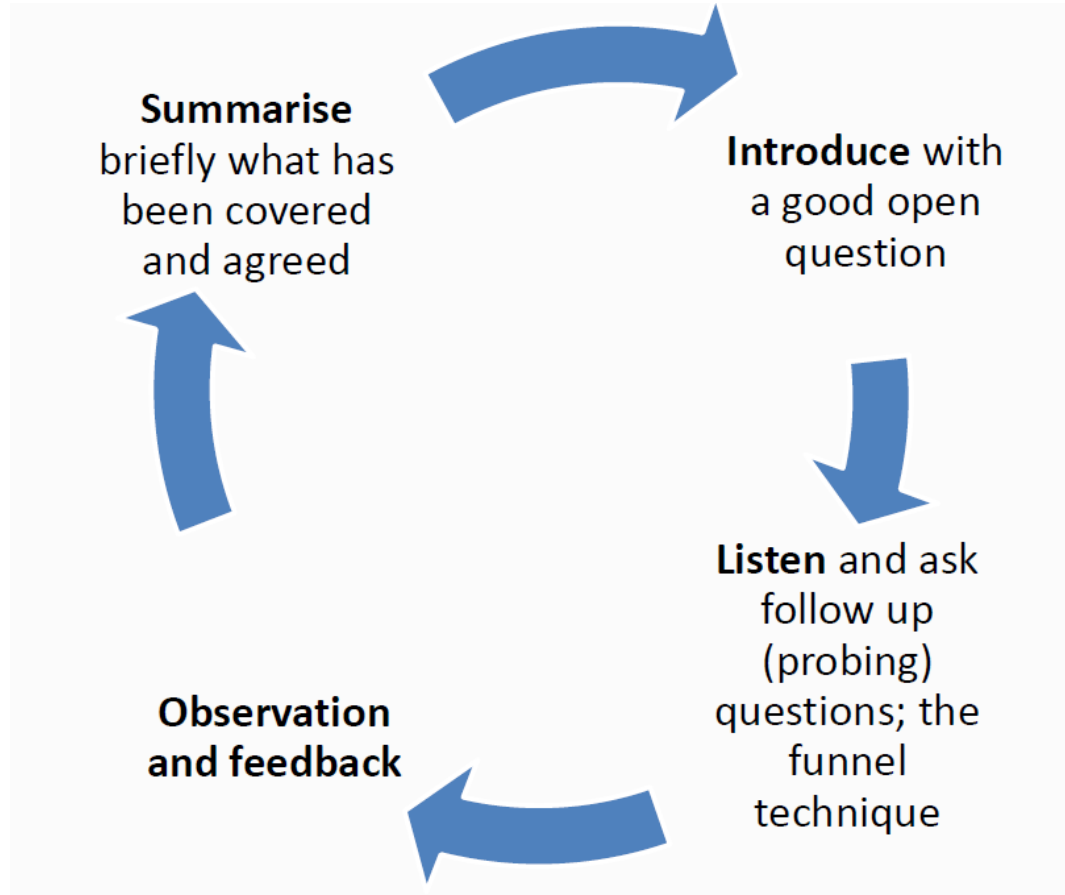
- Help mentees to use their imaginations to spell out possibilities
- Help mentees choose realistic and challenging goals
- Help mentees find incentives that will help them commit

- Help mentees see the different ways they can achieve their goals
- Help mentees choose best fit strategies
- Help mentees craft an action plan

Coaching model - GROW



Practice



What might help the mentoring partnership?

- Action planning/goal setting
- Mentoring contract – frequency of meetings etc.
- What else?
- What challenges might there be? How would you overcome these?

By the end of this session, we have:

- described the roles of mentor and mentee
- identified essential mentoring skills and practiced them
- discussed how to assess mentee needs and reflect on progress

Contact us



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