

# Mentoring Template Month 4

**Instructions:** **\*\*Seek SMART next steps from them:** Specific, Measurable, Achievable, Related, Time-Bound. The goal is to help the mentee pick up responsibility for something they can see when they've done it

- 1. Express appreciation.** \* Notice whether they receive it. (one-way)
- 2.** organizational **purpose** and share why it matters to you, the mentor. Next, ask mentee, What is 1 **NEW** baby **\*\*SMART** step you will take to intentionally *cause the purpose*. Who will you cause it for? When? How? Consider who would benefit most from the purpose. You?
- 3.** NEXT, read the **core values**. What's 1 **NEW different** baby step (**\*\*SMART**) you will take to use core values to *cause your purpose*? Who? When? How? Again, who would benefit most from the purpose?
- 4.** Ask the mentee to share **their purpose** and how they *cause* it.
- 5.** When you come to work each day, **what do you look forward to?**
- 6. What do you NOT look forward to?** (If helpful, capture in notes)
- 7. Ask the following questions:**
  - a. The 4 control models are **autocratic** (threats), **rewards** (dangling carrots), **judgement** (praise or criticism) and **pampering** (enabling). Name 2 (of many) ways the 4 control models differ from a responsibility-based model. Refer to workbook pages 3 and 5.
  - b. How do the 4 control models contribute to discouragement (inferiority complex)?
  - c. Spitting in Your Soup is when you purposely spoil something believed to be wholesome. Why should we all spit in the soup of the control models?
  - d. The good old days were based on win/lose dynamics between *those perceived* to hold authority and those *perceived* to be rebelling. This breeds the same feelings of **fear, hostility, revenge, resentment**, and **anger** in BOTH sides. Give one reason it breeds the same feelings in those in the WIN position? Give one example for one in the WIN position.
  - e. The 4 stages to authentic team include pseudo-community, chaos, empty, and authentic team. Which stage(s) could be skipped (because can be destructive) and which are often neglected but should be attended to?
  - f. A team is different from a working group because in a WORKING GROUP, a group focuses on achieving a goal. In a TEAM, they do this, but they additionally commit to helping every team member become wildly successful. What can you share with me that I can do for you (personally) so you feel wildly successful in **our culture mentoring**?
  - g. Have the mentee practice the steps of the frustration tool with mentor as stand-in. The steps include:
    - 1. "I don't like it when **you**... (now describe a specific behavior) ..."
    - 2. "Because what I most **desire** is..." (what you want for **yourself** AND in the relationship with this person) and
    - 3. Make a request for a behavior change. "What I **want** is... Are you willing?"
  - h. Practice this tool with a real frustration on anything (past or present, no names or story).
  - i. Mentor: Read in notes section about the video you watched on firm and respectful. Ask Mentee: Name 1 aha you personally gained from this video and share how this will positively change you when you are leading anyone/anything.
  - j. Ask each one at a time: What do you think/feel about encouragement after watching the Babemba story? This is an example of encouragement *flooding*. What *might* our communities be like if we also applied patience and reassurance to those in a discouraged state who have forgotten who they really are and the good they do? Is there someone in your life you can flood with encouragement alone or in a group, in person or by email or other means? Will you do so?
- 8.** End with **appreciation** and **thanks**. Make sure they receive it. (This should be one-way.)

## Notes (on firm and respectful video)

- Expectations remained high throughout.
- The leader stays connected, supportive and compassionate.
- He did not use shame, force, guilt or power despite his size, age or position.
- No rescue, exemption or enabling used.
- Expressing feelings was encouraged, but not given undue attention or an excuse to quit.
- The leader *supported* the boy until an excellent outcome was realized.
- Recognition and acknowledgment were warmly provided.
- The leader was kind and curious; he asked questions.

**Note:** Make time to fill out the **mentoring data form** before and after this session. This helps you remember mentee's colors, concerns, solutions, and your observations, including actions for follow-up.