

Mentoring Template Month 5

Instructions: ****Seek SMART next steps from them:** **S**pecific, **M**easurable, **A**chievable, **R**elated, **T**ime-Bound. The goal is to help the mentee pick up responsibility for something they can see when they've done it

- 1. Express appreciation** for this employee (beyond mentoring participation). Notice whether they receive it. (This is 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. What key reasons keep you in our organization?**
- 6. What might entice you to leave our organization?** What is one new baby ****SMART** step you can take to clear this barrier or concern?
- 7. Ask the following questions:**
 - a. Intrinsic motivation is loving what you do and who you are when you are doing it. What do you most love about what you do and who you are in your *personal life*? What do you most love about what you do and who you are at *work*? What's one more thing you most love about **you**?
 - b. A task purpose is different from a task activity because a *task purpose* is doing a task because you see the *meaningfulness* or **WHY** of it. A *task activity* is simply **HOW** to do the activity. Do you engage in any work that is missing the *meaningfulness* and the **WHY** for it? If so, consider it now. Name 2 reasons **WHY** it matters.
 - c. The 1st intrinsic motivator is a *sense of meaningfulness*. One barrier is *cynicism* (shutting down passion for things within you or within others). Do you cause and experience *cynicism* within yourself? Do others cause *cynicism* in you? If so, how do you, what is a step you can take to reduce *cynicism* in yourself? In others?
 - d. The 2nd intrinsic motivator is a *sense of choice*. This includes delegating, creating safety, trying new things, challenging yourself, building trust and more. Where would you like to make a new *choice* at work?
 - e. The 3rd intrinsic motivator is a *sense of competence*. This is doing any task well. Give an example of where you feel you *lack* competence. What's one small next step you can take to increase your competence in this?
 - f. The 4th intrinsic motivator is a *sense of progress*? How does **YOU** celebrating **your** milestones to success help you and others reduce fear or shame or increase the feelings of empowered, lovable, connected, and contributing?
 - g. Recognition is expressed appreciation for talents, gifts and differences. How does recognition help you remember your meaningful **"why"** for your accomplishments? What's a specific example of *recognition* you've received? What did it feel like? What does it feel like as you recall it?
- 8.** Which intrinsic motivator (*meaningfulness, choice, competence, or celebrating progress*), if strengthened, would bring you increased engagement at work? At home? What baby steps will you take to increase it/them?
- 9.** What is one aha or take-away (something new you learned or realized) about intrinsic motivation?
- 10.** End with **appreciation** and thanks for this employee. Make sure they receive it. (This is one-way)

Notes

Note: Make time to fill out the **mentoring data form** before and after each session. This helps you remember mentee's colors, concerns, solutions, and observations, including actions they commit to take.