



ASIA INSTITUTE OF MENTORING

LEARNING CIRCLE INSIGHTS

Virtual AIM Learning Circle
SELF DEVELOPMENT FOR MENTORS
28th May 4:00-5:00pm

Lita Nithiyanandan

Facilitators

Dilip Shankar



Self Development of Mentors

The learning circle started with Dilip sharing his approach to mentoring followed by discussion on the skills, competencies and character traits that mentors needed

Dilip's Sharing:

- Prep for the meeting - what are the goals and task
- Take a break and decompress by moving into a different space and detach from the previous activity or session
- Blank out by belly breathing 3-4 times and visualise the upcoming meeting
- Spend first 5 mins when meeting the mentee to build rapport and the relationship
- Create a mental bubble around mentor and mentee in order to be completely present and practicing full body listening
- Listening - receiving and understanding (summarise, clarify and paraphrase) 70% and reflecting and responding 30% (instigate, investigate using neutral language and being aware of own biases)
- Keep agenda in mind
- Said he wears two lenses : the larger purpose and the insignificance of us in the larger scheme of things order in order to keep ego out of the picture
- Summary and next steps
- Self reflection and development - did the session go according to the goal, did anything trigger me - view triggers as a source of self reflection.

Discussion

- Listening skills are important - mentor needs to listen without biases and be aware of own agenda, active listening , be aware of visual cues, listen to what is not being said too as that sometimes opens the door to deeper issues, talk less. "WAIT" - Why Am I Talking, Creating space for the mentee - When you get a "high level or generalised response to a question - keep quiet and dont say anything - give space for the mentee to hear himself or herself and come up with a deeper response
- Empathy and concern for the mentee by accepting where the mentee is at and acknowledging that everyone has the potential to be more- make that connection with the mentee
- Going with the flow is important and sometimes to take a stand and provide direction - the need to strike a balance
- Don't frame too early
- Concept of learning - mentors must be keen to learn, need to have an exploring nature. How do you manage your own biases and prejudices

- Sense of openness and humility in managing ego - one suggestion was to set up a house rule whereby both mentee and mentor will watch out for each other and address it
- Give up being right - create space to listen
- Prefer mentoring to coaching because its longer term focus and more holistic nature.