



ASIA INSTITUTE OF MENTORING

## Virtual AIM Learning Circle



Dilip Shankar



Yen Lu Chow



**Critical  
Conversations  
about Values  
and Beliefs**

**27th Aug 2020  
4:00 - 5:30pm**

## **Critical Conversations about Values and Beliefs 27 August 2020**

Mentors are often privy to the values and beliefs of their mentees. Some of these may need updating, how can a mentor address this in way that is supportive to the mentee. How can a mentor practice awareness to ensure that he/she is not imposing his own values and beliefs on his/her mentee?

## **SYNOPSIS:**

Yen-Lu and Dilip Shankar facilitated the discussion on mentors not self-imposing their values and beliefs on mentees. Participants had rich insights to draw from their practice which covered the following areas:

What mentors need to do in ensuring his or her values are not self-imposed

Common pitfalls that need to be avoided

The distinction between values and beliefs

Methods to allow the mentee to come to his/her conclusions

## **KEY POINTS AND COMMENTS**

### **1) What mentors need to do in ensuring his or her values are not self-imposed**

Mentor's role is to challenge the beliefs of mentees. There exist limiting and liberating beliefs. Identify limiting beliefs and challenge/question them. This allows mentees to reflect and introspect. This needs to be done in an environment of trust, creating a safe space for the mentee to open up. The mentor's role is to bring this self-awareness. Mentor will also influence mentees. Influence is not necessarily a bad word, it can be a positive influence, and this influence can aid mentees' journey to self-awareness and self-discovery. Philosophically if you follow this, as a mentor you won't be imposing your values and beliefs

### **2) Common pitfalls**

When mentors have an agenda, then this could end up in enforcing mentors' worldviews. Biases are an aspect that mentors need to keep a check. Some times competency and ego can come in the way, which results in spoon-feeding the mentee. Mentors need to be self-aware as individuals. They need to work on themselves continuously, identifying their value, beliefs, and patterns.

In the first two to three meetings, if trust and rapport are not established, give the mentee the option to walk away. Also, there needs to be some match with the core values of mentor and mentee for a fruitful relationship.

### **3) Distinction between values and beliefs**

Values are guiding principles. Beliefs underpin values. For every value, there could be few beliefs. For example, success is a value; belief about success could be show self-worth, establish potential, etc. Different people with the same values could have different belief systems.

Beliefs are relatively easier to reframe and change. Values take time; it often evolves; however, there are circumstances where values can also change.

### **4) Methods to allow mentee to come to his/her own conclusions**

Questions offer the most potential. A powerful question can open up perspectives for a mentee. Example – To understand a person's value, you can ask, "what's important about that ? or to uncover beliefs you can ask – what do you believe about that value?

There could also be questions planted for introspection – "Who am I," as followed in spiritual traditions.

Mentor and mentees need to work as a team with full trust for questions to become effective. The ultimate manifestation is a non-dual relationship. Space, where silence is respected and

being, is more important than doing. Spiritual perspective was that mentor, and mentee self selects Respect this universal force.

### Summary

Mentor's role is to create an environment of trust and openness, acknowledge mentees' worldview, question, and challenge while keeping the utmost trust. This leads to mentees' self-awareness and self-discovery. Mentors should be self-aware as individuals to avoid common pitfalls of trapped in agenda, biases, and egos. For a fruitful relationship, core values need to match between mentor and mentee. They need to work as a team. Values and beliefs are not constant; they evolve and change.

