



The FIRST Mentoring Session

Learning Circle Series – 07 November 2019

KEY LEARNINGS & INSIGHTS

The first mentoring session is a two-way street of questions and answers, in establishing rapport and mutual understanding between mentors and mentees.

Artful Questioning

Comprises of being genuine, using open-ended questions, employing deep listening skills.

Steps for Creating a Joint Mentoring Agreement include:

- (1) Establishing expectations
- (2) Agreeing on frequency of meetings and platforms for exchange (e.g. face to face, video calls, texting) and response time
- (3) Being transparent in terms of boundaries and parameters

It is good to set goals and desired outcomes and thereafter work backwards, defining targets and charting progress.

Key Pillars of An Effective Mentoring Relationship

Include trust, commitment to growth and transformation, mutual learning and authenticity

