



South East Mentoring – Mentor’s network meeting 19th September 2009

Workshop on challenges and how to overcome them

- Finding an end point – defining when it will be and how to end it
- Structuring meetings – getting your mentee to set the agenda and desired outcomes
- Time
- Remote contact between sessions – should you be at the end of the phone all the time
- Balance between independence and dependency
- Focussing on real issues for mentee – how do you work out what the real issues are
- Balance between IAG and letting them draw their own conclusions
- What if your mentee hasn’t achieved what you expect them to
- Too high expectations
- Need for different mentor
- Other reasons
- Refresh skills and information before going into a session
- Importance of listening skills
- Think carefully about not drawing too much on your experiences of something else
- When is it appropriate to float ideas
 - Picking up key issue very strongly
 - To help the conversation move along
 - Would it help?
- Be clear ownership of the action rests with the mentee
- Tell mentee what you think he/she has said and ask if it’s correct then ask what they should do.
- How can I encourage this person to be an independent thinkers?
- ‘Empty chair’ technique
- Challenge of trying to get someone to reflect when they haven’t before; or when they have too many ideas
- Moving back from solution to clearly identifying problem