

Mentoring Principles & Skills

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Tony Aloise



This outlines the key principles and skills needed for mentors to excel in their roles. It is intended as a tool to be used by the staff of organizations that have mentoring program with the volunteer mentors. The skills match the Life Solutions Network Mentoring 101 training. A learning environment is needed to continually grow; we learn from our mistakes and experiences with the help of routine constructive feedback.

Use this tool formally or informally. Formally, a supervisor of the mentor program may give structured feedback once or twice per year. Informally, mentors use it as a review before a mentoring session or to self-assess after a session. All learning can be pursued independently by following the links below.

Criteria	Wiki	Blog	Work Shop	Work Sheet	Evaluation (see below)	Discussion
PRINCIPLES						
Be Self-Aware	No plans	Link	No plans	No plans		<ul style="list-style-type: none"> Sensitive to and values differences. Can suspend personal biases and judgement.
Show Backbone and Heart	No plans	Coming soon	No plans	No plans		<ul style="list-style-type: none"> Share your own humanity...strengths, vulnerability and caring.
Show That Choices Have Consequences	No plans	Link	No plans	No plans		<ul style="list-style-type: none"> People make hundreds of choices every day. They must be owned (with a long-term bias).
Role Model Values and Character	No plans	Link	No plans	No plans		<ul style="list-style-type: none"> Exhibit key values such as patience, respect, loyalty. Discusses/explores differences in personal values.
Follow the Coaching Roadmap	No plans	No plans	No plans	No plans		<ul style="list-style-type: none"> The key points have been addressed for the given period. Knows when to "go deep" or move on.
SKILLS						
Be Available Attentively	Link	Link	Yes	No plans		<ul style="list-style-type: none"> Uses active listening. Is "in the moment", concentrating on the needs of today. Makes quality time for mentee.
Ask Powerful Questions	Link	Link	Yes	No plans		<ul style="list-style-type: none"> Asks open-ended and insightful questions, causing the mentee to think.
Make Empathy a Habit	Link	Link	Yes	No plans		<ul style="list-style-type: none"> Places themselves in the situation of the mentee allowing feeling to be transmitted.
Offer Insightful Affirmations	Link	Link	Later	No plans		<ul style="list-style-type: none"> Offers positive feedback on a character trait, skill or accomplishment. Help people see their "treasure".
Discover Vision & Goals	Link	Link	Yes	Link		<ul style="list-style-type: none"> Creates Vision & Goals & Actions using "heart, mind, body and soul" as a context.
Uncover Beliefs	Link	Link	Yes	Link		<ul style="list-style-type: none"> <i>We become what we think and believe.</i> If we uncover our beliefs, we can choose to change them.
Talk the Truth	Link	Link	Later	No plans		<ul style="list-style-type: none"> Gives constructive feedback. Be direct when needed to see reality.
Support Decisions Based on Principles	Link	Link	Later	Link		<ul style="list-style-type: none"> Helps identify the key principles (or values) that lead to a preferred decision.
Use the GROW Model	Link	Coming soon	Yes	Link		<ul style="list-style-type: none"> Uses coaching model to guide mentoring session. GROW: Goals, Reality, Options, Way Forward.

All of the above content is on the [Life Solutions Network](#) web site. Workshops and original documents are available upon request.

Evaluation Guide:

- 5 = Advanced (can train others)
- 4 = Proficient (can accomplish routinely)
- 3 = Learning (some assistance required)
- 2 = Basic (knows the concepts)
- 1 = Getting Started (very limited knowledge)