



"mentoring"

philip atkinson



mentoring

- Socratic dialogue
- the process
- coaching
- occupational vs. organisational
- method, structure, skills
- chemistry



mentoring

- method, structure & skills
- GROW
 - goals
 - current reality
 - options
 - will



mentoring process

- flexible vs. rigid
- comm.'s – initiate - pilot
- bank of mentors
- mentees matching
- expectations
- structure outline process
- questions - notes
- log



you as mentor

- our identity & style
- personal signature
- your SWOT
- learning style



energy

- **Extrovert**

- people & things
- many relationships
- speak then reflect
- socially skilled
- short attention

- **Introvert**

- concepts and ideas
- selective
- reflect then speak
- introspective
- long attention



perception

- **Sensing**

- five senses
- concrete & tangible
- objective
- sequential & method
- present
- small chunks

- **iNtuition**

- 'gut'
- imaginative
- subjective
- random patterns
- future
- big chunks



decisions

- **Thinking**

- impersonal
- logical
- task priority
- people 'out'
- IQ

- **Feeling**

- personal
- values
- people priority
- people 'in'
- EQ



life style

- **Judging**

- closure
- ordered
- impatient
- bottom line
- speed

- **Perceiving**

- open
- spontaneous
- patient
- holistic
- flexible



summary

- structure vs. process
- GROW
- mentoring process – initiate – log
- your preferred style
- practise – Q's



Philip Atkinson

Atkinson Consulting

(Specialists in organisational and personal change development)

4 Shandon Terrace, Edinburgh, EH111QQ

Tel 0131-3461276 Mob 07779-799286

Downloads, published articles available below

Email: AtkinsonConsult@aol.com or philip@philipatkinson.com

www.philipatkinson.com

www.philipatkinsonconsulting.com

www.woburnconsulting.com

www.learningstrategies.ltd.uk