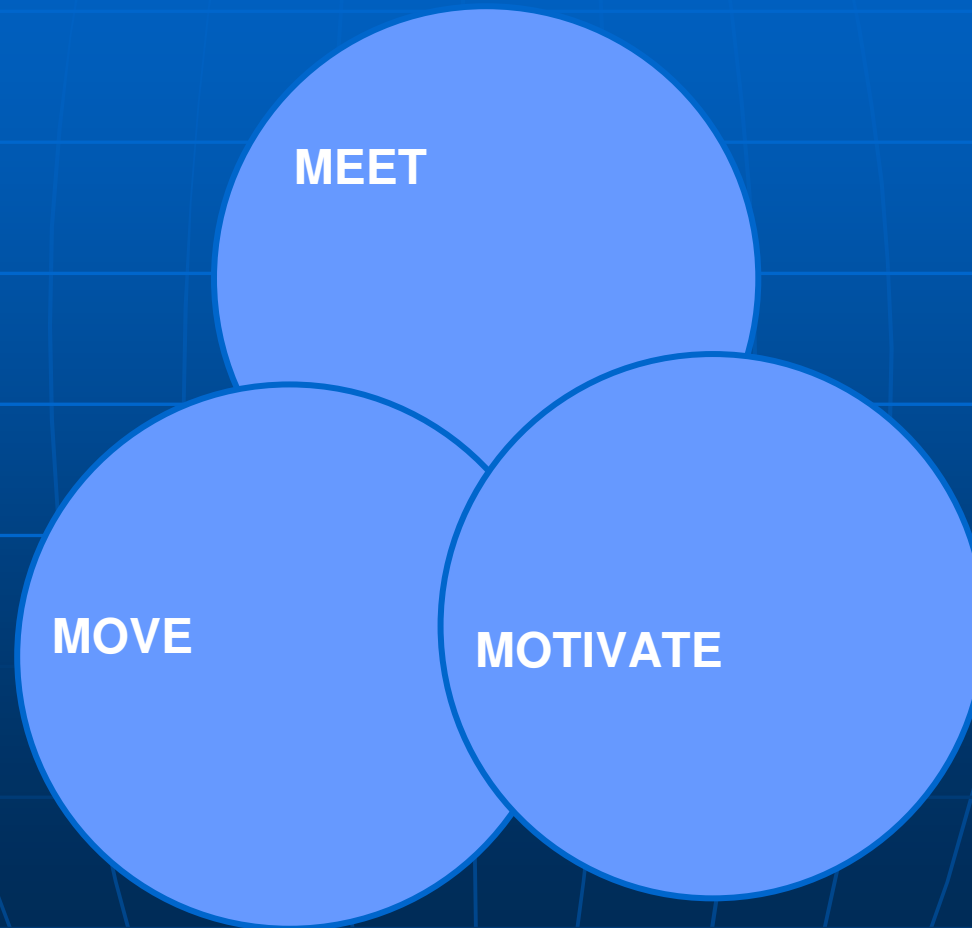


Mentoring

Neil Carver-Smith



Mentoring



Mentoring



MEET

- Role Clarity
- Engagement
- Listening
- Questioning
- Empathy
- Challenging
- Targets
- Feedback
- Assessment
- Evaluation
- And this can be messy so we need.....
- Supervision

Mentoring

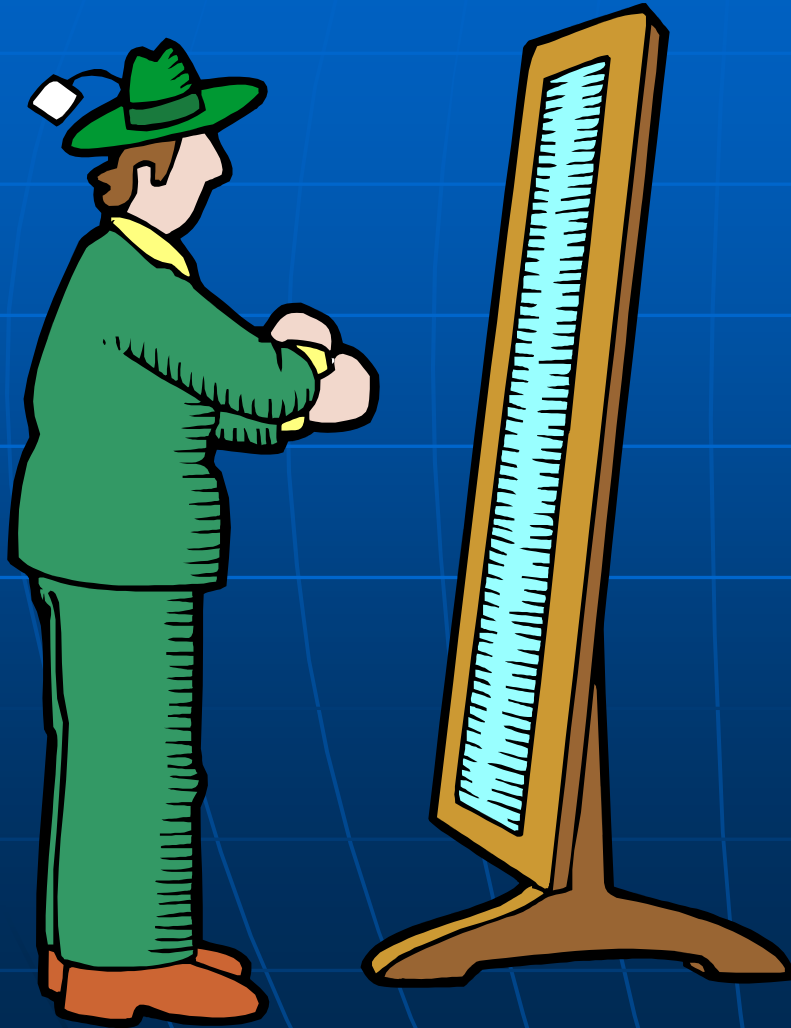


MOVE

If your client is the same after your intervention as they were before it; one of you needs to do something different.....

And I believe its YOU!

Change



Waiting for the world to change before you do something is like looking in the mirror and saying 'You move first'

Resisting change is like holding your breath. You can do it for a while but eventually you die

"People don't resist change. They resist being changed!"
Peter Senge

Change is inevitable, except from vending machines.

Types of Change

Predictable
And
Involuntary

Predictable
And
Voluntary

Unpredictable
And
Involuntary

Unpredictable
And
Voluntary

You, the Client and Change

Client Wants Change
You Don't

BLOCKED

Client Wants
Change
You Do Too

OK

Client Doesn't Want
Change
You Don't Either

OK

Client Doesn't Want
Change
You Do

PUSHED

The Change Process

- a) Freezing up
- b) Playing it down
- c) Depression
- d) Accepting reality
- e) Practicing for the new
- f) Linking the past present and future
- g) Identifying with the change

- However, don't forget change can be stressful

Stress

- ultimately stress is self-induced
- you learned early on how to respond to stress
- your past affects your present
- you have responsibility to learn how your stress affects those with whom you work
- you are the most potent force in dealing with your stress

How to Stay Stressed

- **Throw out your sense of humour**
- **Be macho - never weaken and ask for help**
- **Become a workaholic**
- **Eschew good time management**
- **Avoid setting personal or career goals**
- **Procrastinate**
- **Worry about things you can't control**
- **Just keep working**

How to Stay Stressed

- Don't exercise
- Eat anything you want
- Stay overweight
- Take plenty of stimulants
- Avoid anything resembling meditation and limit your Eastern imports to Toyota, Nissan and Sony
- Get rid of your social support system
- Personalise all criticism

Factors Effecting Stress

- ❖ **individual personality**
- ❖ **health**
- ❖ **presence/absence of support i.e. family, friends**
- ❖ **number of stresses present at one time**
- ❖ **intensity of the stress**
- ❖ **how long the stress lasts**
- ❖ **importance of the change for the individual**

Stability Zones

Ideas

Places

Things

People

Groups

Faith
Philosophy
Belief
Ethics

Home
Suburb
Work



Parents
Partner
Children
Friends

Bookclub
PTA
Union

Transitional Objects

Transitional Objects

**A Transitional Object is a thing that we hold
precious**

So, when the going gets tough.....

Hang on to your Teddy Bear



Mentoring



- Reward
- Punishment

- I believe motivation is infectious
- I believe motivation is self induced

So, be motivated and wait for someone to catch it!

And Finally

If you enjoyed this presentation and found anything in it useful my name is Neil Carver-Smith

If you thought it was a complete waste of your time.....

..... I'm from the Government