• *One cannot teach a man anything. One can only enable him to learn from within himself.*

Gallileo Galilei

• The desire for autonomy in humans is **strong**.
• For mentoring, think *coaching*:

  Listening, questioning, feedback.

  **NOT** advising, telling, teaching.
2 Minute Practice

• Pair off. One is the mentee - think of a value you care about?
• The other person(mentor) asks one question repeatedly: What’s important to you about that?
• The mentor must listen carefully for the key thing the mentee mentions each time.
Case for Mentoring

• **Benefits:** *Ownership*, Commitment, Sustainability
  Emotional Intelligence development

• **People start with themselves** - growing from the inside out.

• **Conditions for behaviour change:**
  Equality, Dialogue, Affirmation, Rigour, Relationship.

• **Breaks right/wrong paradigm:** Everyone is right…partially.
Key Areas To Address

- Trust
- Reliability
- Values
- Ambition
- Leadership
- Conflict Management
- Time Management
- Risk Management
Mentoring Applied

- **Format:** 1 on 1, in a pair, group of 4
- **Time allocation:** Min. of 30 minutes (1 on 1)
  
  Pair/60 minutes - group
  
  Twice per month
- **Regular sessions** builds reliability and momentum.
- **Every session must have definite outcomes:**
  
  Key learning(s) clarified
  
  SMART commitments clarified
- **Reporting template:** builds integrity & rigour; enables M&E;
Mentoring Works

St Peters College/Daliwonga Sec/Corporate – Benefits for Interns/Educators

- Enables safety & vulnerability - chance to think aloud, reflect & reason.
- More belonging and *agency*.
- Self worth grows – purpose and possibility.
- Metaskills developed: responsibility, resourcefulness, resilience, risk-taking
- Challenges own self-limiting habits – courage & accountability
- Problem solving capacity grows.
- Proactivity – better relationships, better work, more enterprising.
2 Minute Practice

• With your original partner. Reverse roles.
• Mentor can only ask 1 question once.
• Question: what are the possibilities if mentoring is normalised in schools?
Possibilities

- Mentoring can develop higher EQ in mentors.
- Educators can learn some new skills.
- Educators can unlearn – about control & power.
- Educators can build greater habit of reflection.
- Influence on Pedagogy - more focus on relationships, questions & reasoning.
- Classroom & school culture gradually change.