

2022-23



SMP 2022
2023

Staff Mentoring Programme



MENTOR SKILLS SESSION RESOURCES

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GROW



G

WHAT IS THEIR GOAL?

What do they want to improve?

R

WHAT IS THE REALITY?

What is their current situation?

O

WHAT ARE THEIR OPTIONS?

Think of your questions: how, what, where, when and why

W

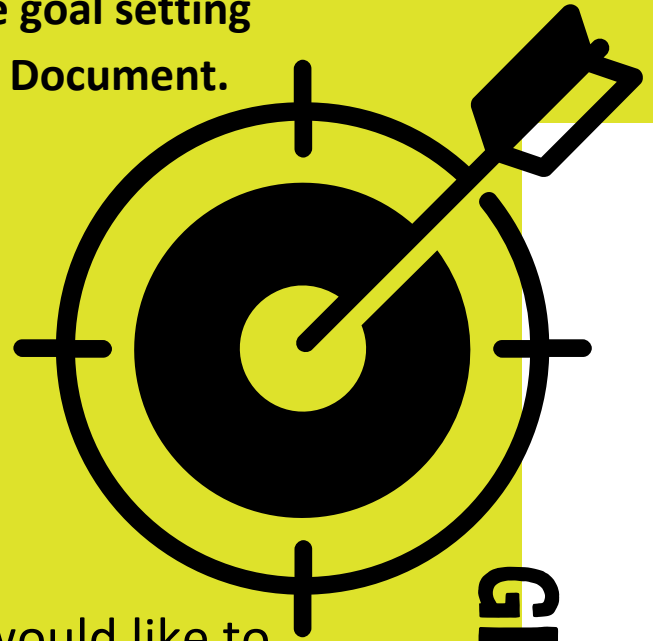
WHAT IS THE WAY FORWARD?

What WILL they do?

GROW is a model to think through where we are and what we need to do to reach our goals. You can work through the following questions with your mentee and use the goal setting techniques in your Guidance Document.

GOAL

- What is your goal or aim?
- What is the first step you would like to take?
- How will this move you forward?
- How much personal control do you have over your goal?
- When do you want to achieve it by?
- Is that challenging, achievable, measurable?



GROW MODEL

REALITY



- What is happening now?
- What are the current issues?
- What is the effect of that on you or your progression?
- What have you done about this so far?
- What results did that produce?
- How does that make you feel?
- Who else supports you in your development?
- What are the major constraints to finding a way forward?
- What other blockers might there be?

GROW MODEL

OPTIONS



- What options do you have?
- What else could you do?
- What if you had more time/ less time or unlimited finance?
- Who might handle this well? What is it specifically that they do? What might they do that you could do?
- If you could get further advice, who would you go to?
- Have you got another suggestion? (What else .. What else .. What else?)
- What are the benefits and costs/time constraints of each?
- Which option would you like to choose to help you move forward?

GROW MODEL

WILL



- What are you going to do next?
- Will this progress you towards your goal?
- When are you going to do it?
- What obstacles could you face?
- How will you overcome them?
- Who needs to know? And how will you get their support?
- On a 1-10 scale, how likely are you to carry out this action?

GROW MODEL

Here are some TED Talks we recommended to the mentees.

Adam Galinsky – How to speak up for yourself

Andy Puddicombe – All it takes is 10 mindful minutes

Isaac Lidsky – What reality are you creating for yourself?

Al Gore –The case for optimism on climate change

Linda Hill - How to manage for collective creativity

Simon Sinek – How great leaders inspire action

Tony Robbins – Why we do what we do

Susan Cain –The power of introverts

Daniel H. Pink - The puzzle of motivation

Rita F. Pierson - Every kid needs a champion

Angela Duckworth - Grit -the power of passion and perseverance

If you have any suggestions you want to share with us all of Ted Talks you have enjoyed, email them in to us or start a conversation on Pushfar!

RECOMENDED POD CASTS

HDN Podcasts

There are two series of HDN podcasts that you can listen to:

<https://open.spotify.com/show/1kxpS2poQXOXsq5x3yec9P>

Search Housing Diversity Network on Spotify



The Daily Mastery by Robin Shand

<https://open.spotify.com/show/3CYErAwtwuTZ6VXXo1gyA1>

The Jordan Harbinger Show

<https://open.spotify.com/show/5RVoEOIACQbBDZnGBJ7Ec2>

Dare to Lead - Brene Brown

<https://open.spotify.com/show/3oEPsPKDhPVoNNL7pH5db6>

ADDITIONAL AND FREE ONLINE TRAINING THAT IS AVAILABLE

ONE OF MY MOTTOS IS "EVERY DAY IS A SCHOOL DAY"

Continual learning through our lives happens naturally, if we are open to it, but there are a lot of free options out there to get additional learning and development.

Here are a few examples:

OpenLearn is the free courses from Open University and has thousands of free courses for you to choose from.

Here are a selection that might be useful to you at the moment, but there are plenty to have a look at:

- Building Confidence in using online forums
- Discovering management
- Extending and developing your thinking skills
- An introduction to intercultural competence in the workplace
- Leadership and followership
- Making sense of ourselves
- Motivation and factors affecting motivation
- Personal branding for career success
- Succeed in the workplace
- Develop career resilience
- Exploring career mentoring and coaching

<https://www.open.edu/openlearn/>

KEEP LEARNING



Alison

Has a large range of business development courses

<https://alison.com/>

Reed

The job site has a great range of business skills courses for free

<https://www.reed.co.uk/courses/free>

Other ways to learn:

- Volunteering
- Asking if you can shadow a supervisor or someone in another department for a day
- Ask if there is any training available through work,
- Look at your local colleges - depending on your circumstances there can be free options there as well

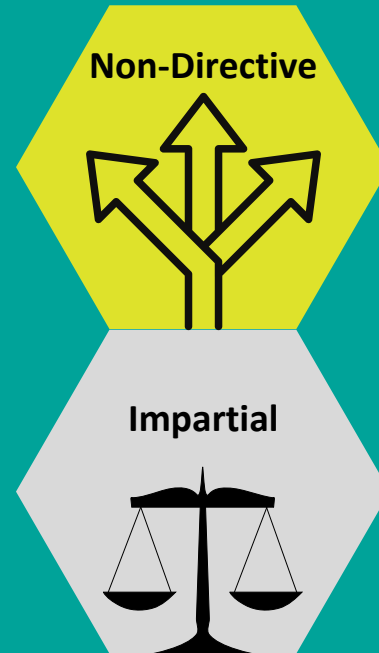
Remember, learning does not just have to be about work, learning a new craft or skill can also improve our motivation and wellbeing.



KEEP LEARNING

IMPARTIAL & NON DIRECTIVE

- Help to reach decisions by helping them get lots of information
- Don't allow your vested interest or natural biases impact on the way you interact with your mentee
- Don't make decisions for or explicitly advise your mentor



EMPOWERING



- Helping people to take control over their lives and to make decisions for themselves
- Our support is time-limited
- Independence gives people dignity
- Empowerment takes skill, time, and patience

ADVICE PRINCIPLES

CONFIDENTIAL

- To gain and maintain trust
- So that personal experiences can be discussed with confidence
- To be respectful
- To keep people safe
- The law and our policy

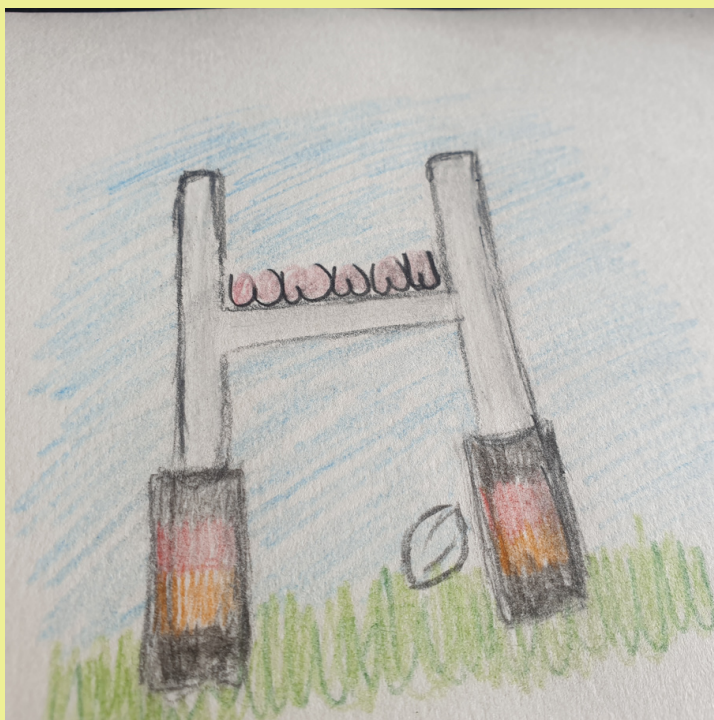


ADVICE PRINCIPLES

Remember, there are times when you may have to break someone's confidentiality. If you are ever in doubt or want some advice, do not hesitate to get in touch



QUESTIONING



How

What

When

Where

Who

Why



Don't hesitate to get in touch if you want more information or support during your journey:

General queries to HDN and the Mentoring team;



Mentoring@housingdiversitynetwork.co.uk



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CONTACT

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