



# Staff Mentoring Programme 2022 – 2023

Workshop One - Getting to  
Know YOU

Nov 2023



““A mentor is someone who allows you to see the hope inside yourself.”

Orpah Winfrey

# Ground Rules

We want to create a safe space in which we can work and learn together:

- Treat everyone with respect
- Be considerate of diverse personal experiences, backgrounds and needs
- Encourage each other to contribute
- Challenge ideas, not individuals
- Ask questions, share your views and give feedback
- Keep your video on and audio off unless speaking



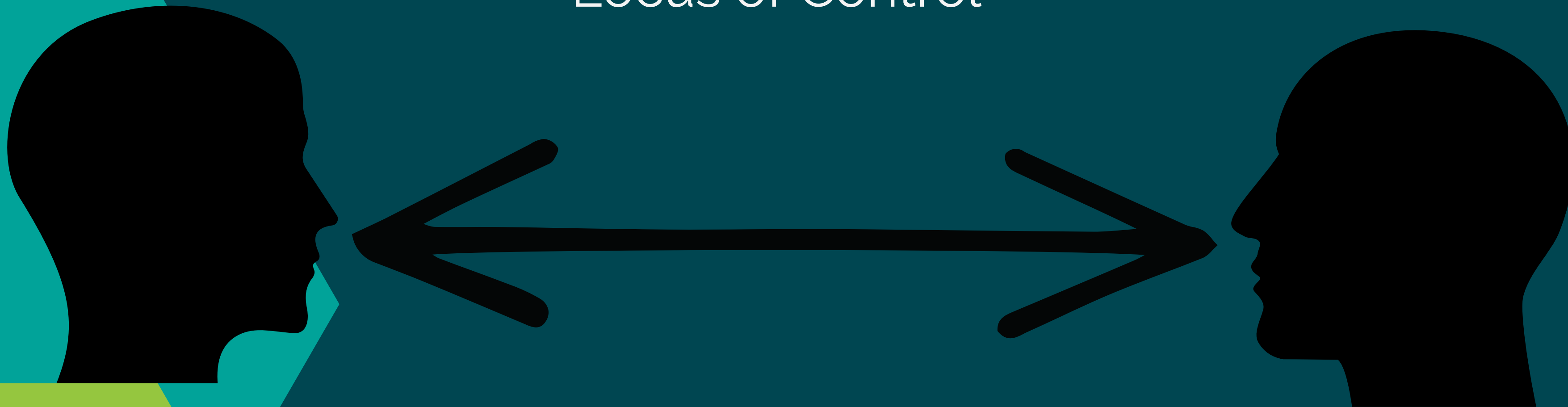
## **What we will cover today...**

- To get to know yourself more... your strengths, talents, skills, hopes and desires –to build your self-awareness
- Understand how we react to the world
- To build meaning and balance into our lives
- To get to know other mentees, and continue to build your network and support



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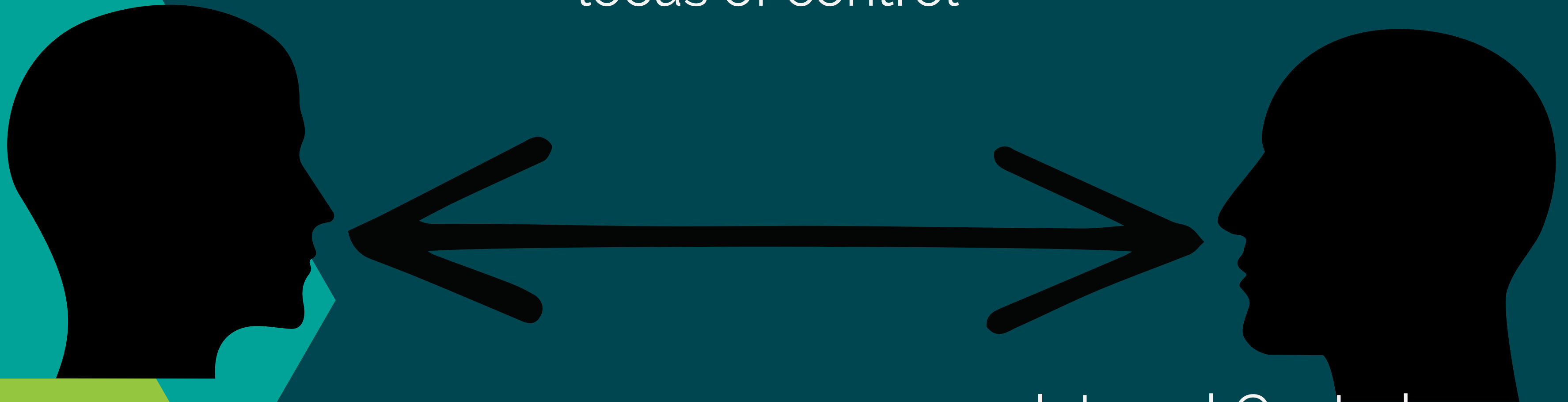
# Locus of Control



External Control

Internal Control

# locus of control



## External Control

- Why Me?
- There is nothing I can do?
- I have to do that because...
- Things just happen to me

## Internal Control

- I determine my future
- I'm going to give this a go
- Why not?
- My life, my choice

Where are you?



Internal Control



External  
Control

# Circles of Control, Concern and Influence





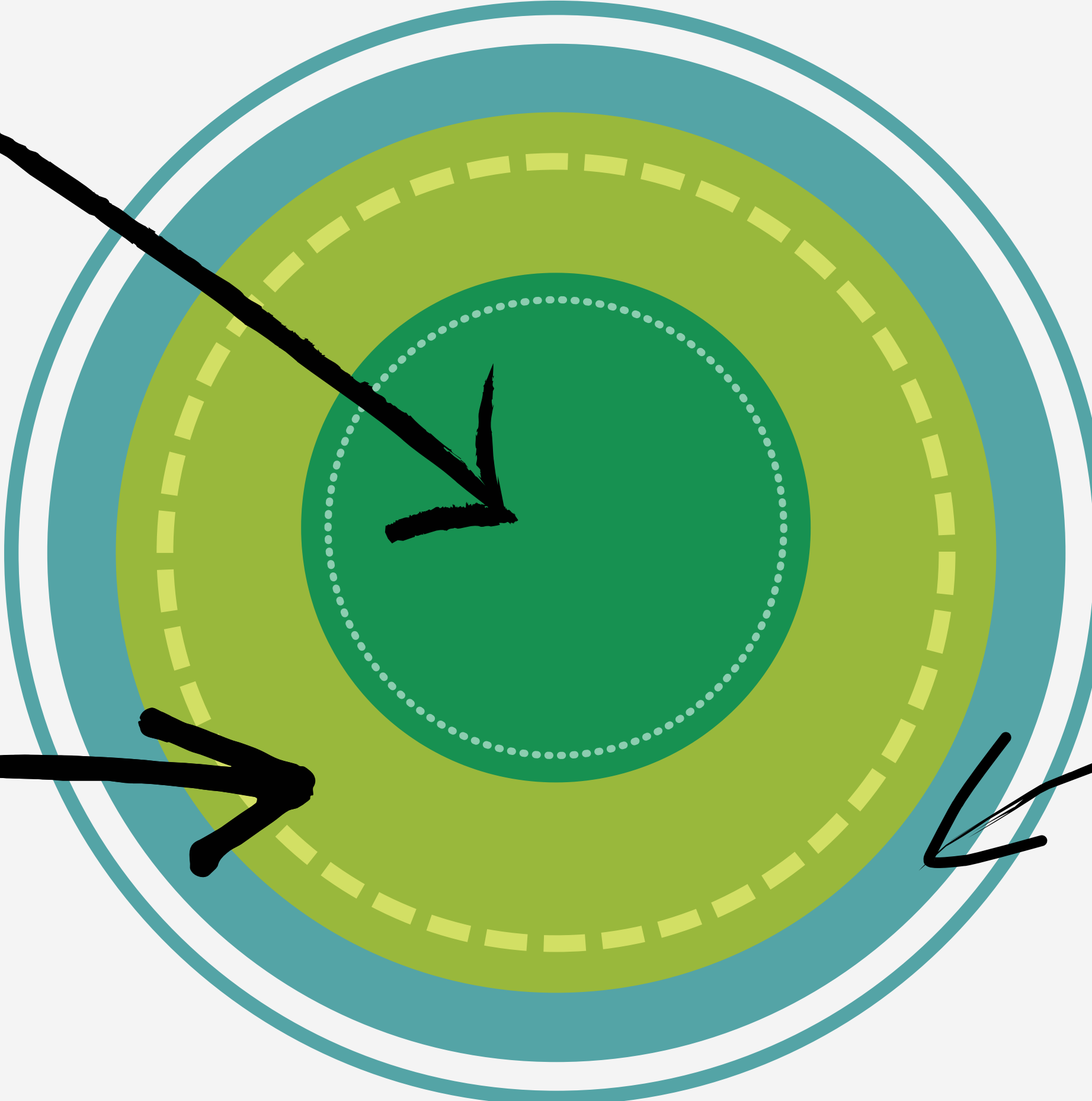
control



influence



concern





- The weather, politics, pandemics, traffic
- Other people's opinions
- Economy



- Your friends and family
- Your team and coworkers
- Causes you are involved in
- Your community



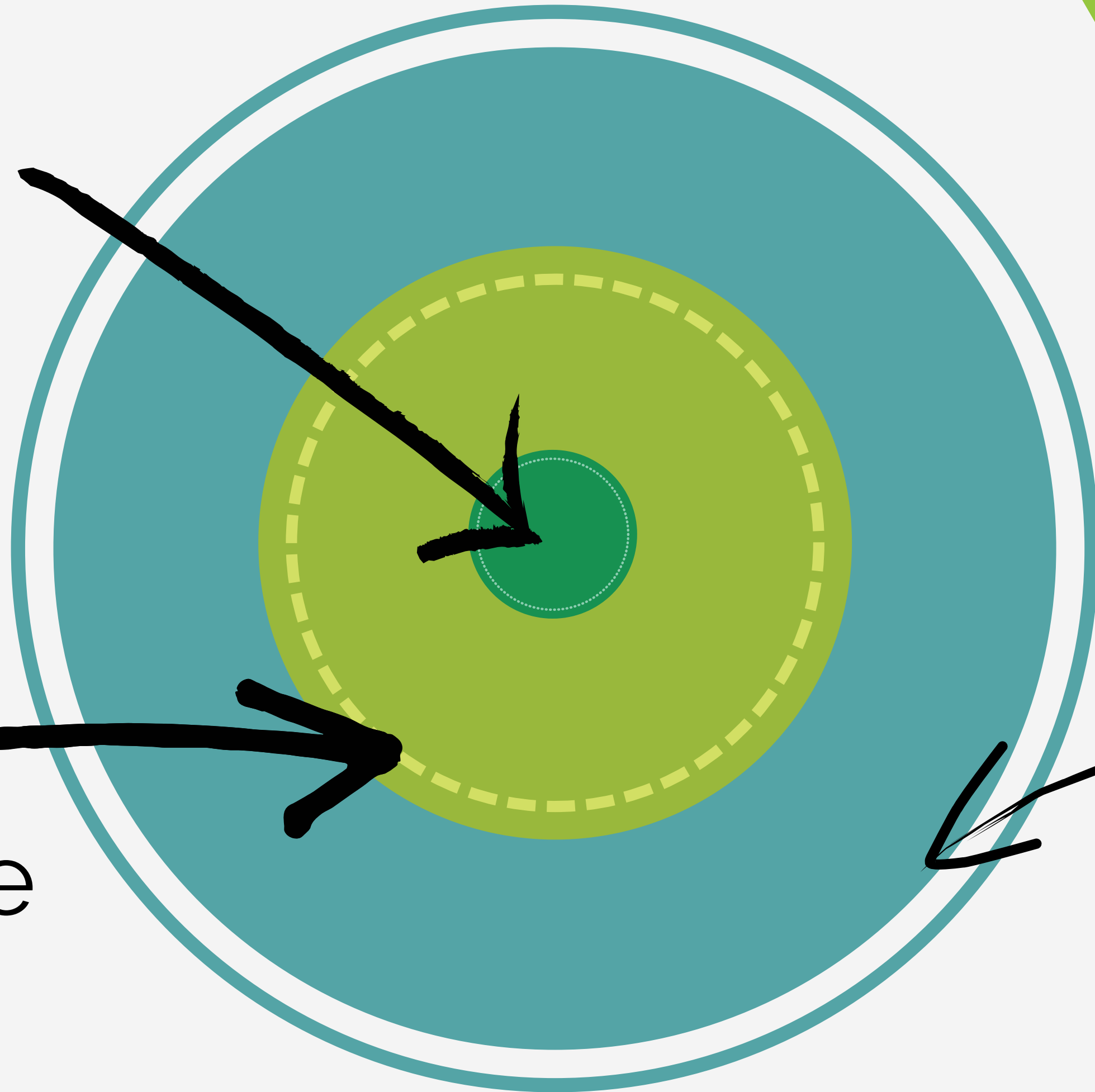
- Your actions
- Your response
- Your thoughts
- Your attitude
- Your enthusiasm



control

Anxious  
mind

influence



concern

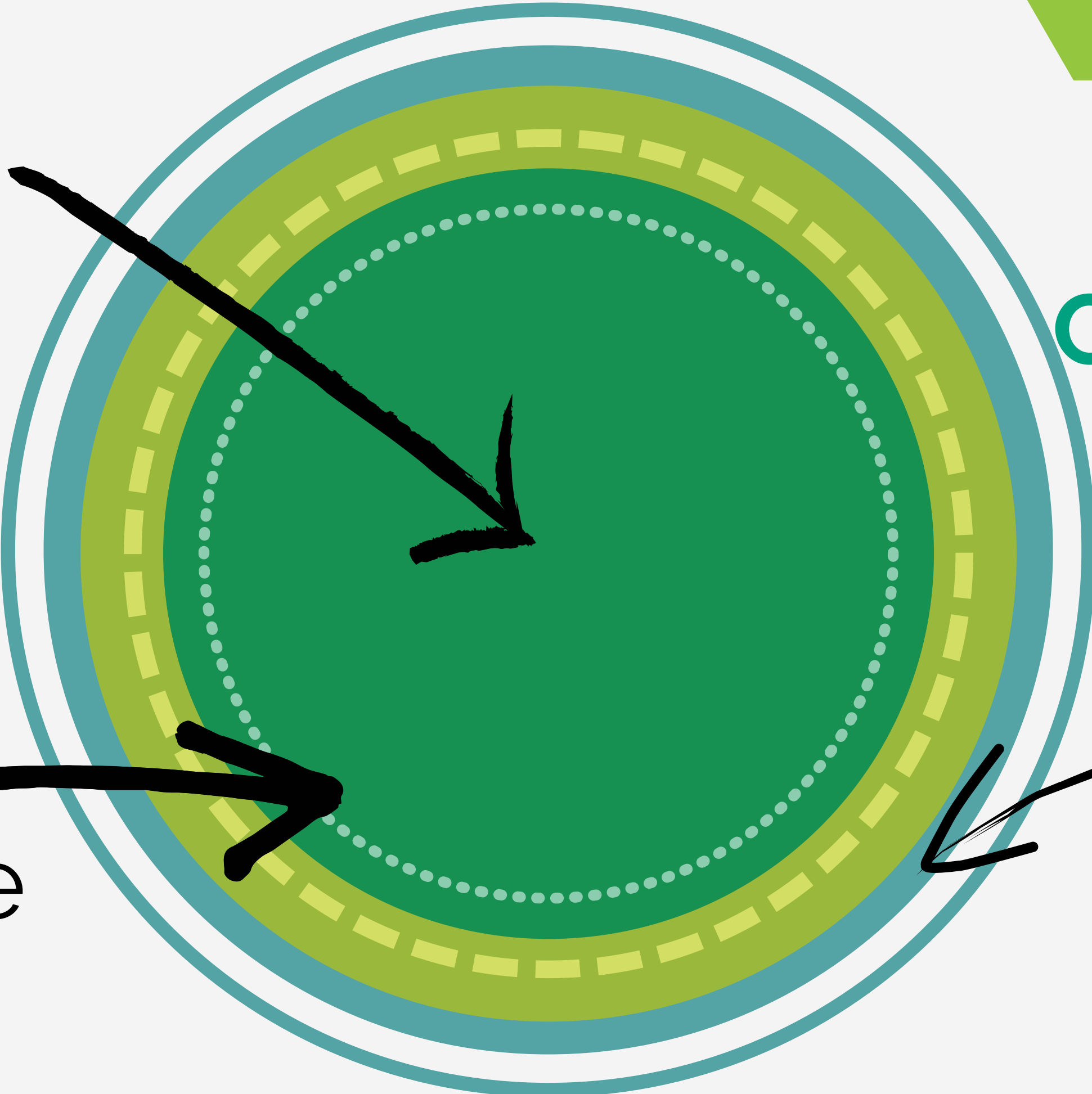
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control

Calm mind



influence

concern

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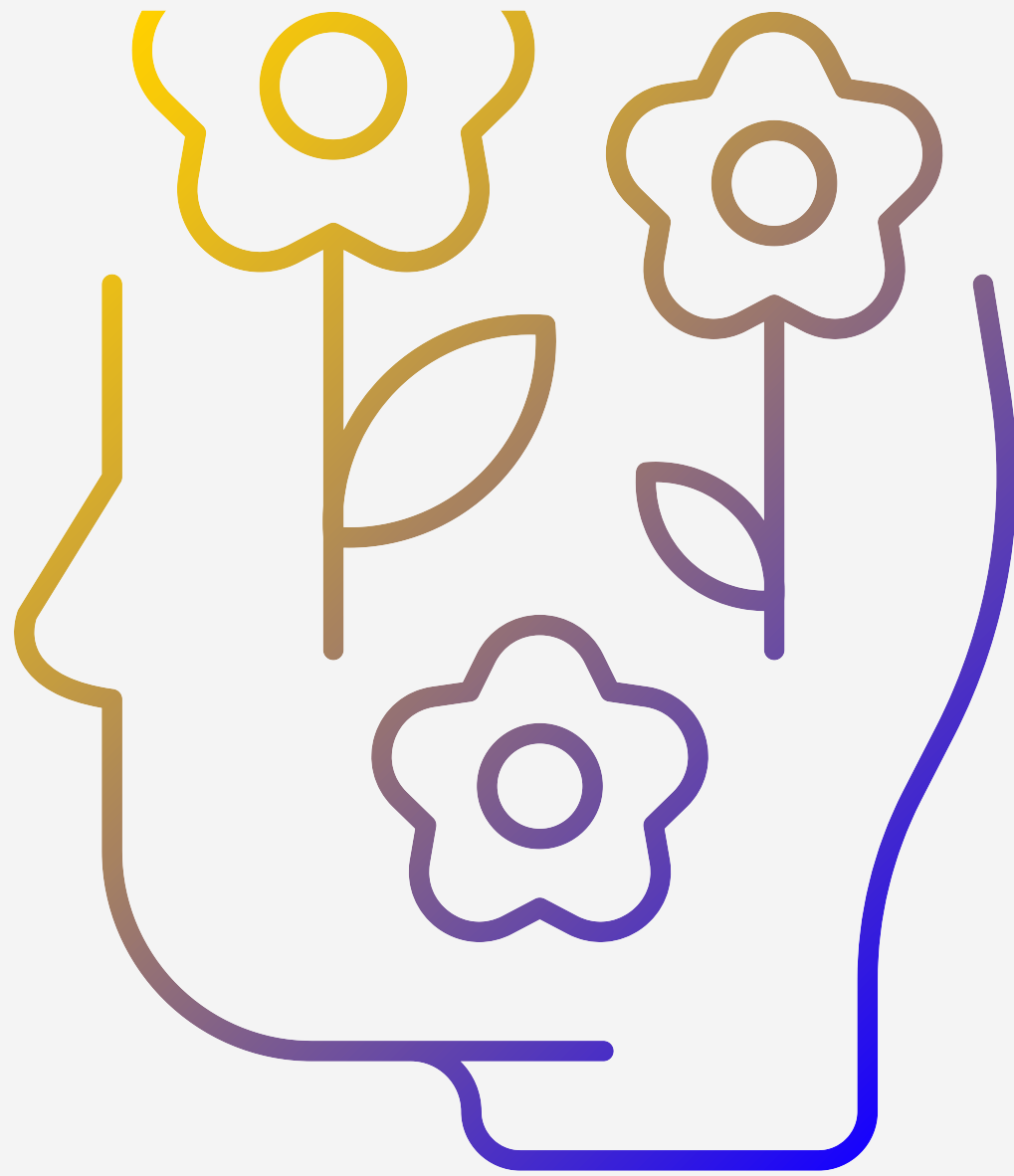
Growth  
Mindset



Fixed Mindset

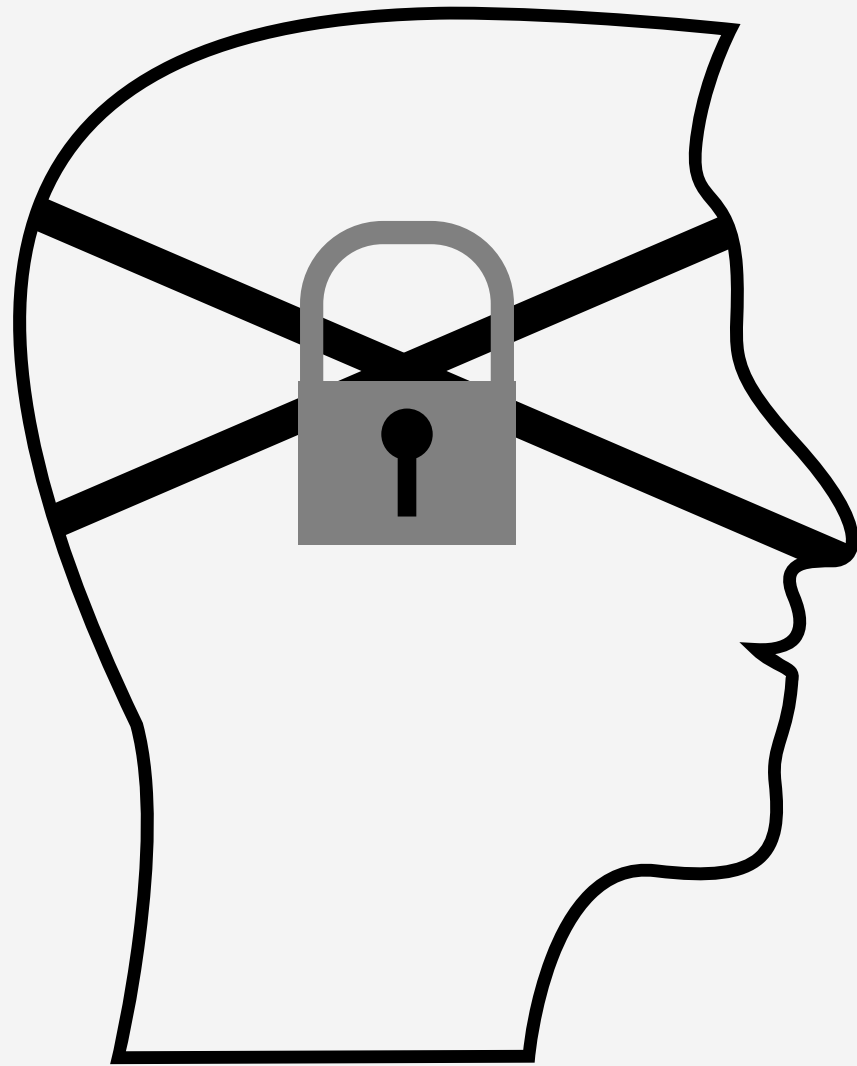


# Growth Mindset



- I can learn new things
- Setbacks don't stop me trying
- I'm happy to try new things
- I see opportunity in challenges
- Feedback helps me grow
- I can be good at anything
- I like learning about new things
- I want to improve
- If I try, I will get better
- I'm inspired by other's success

# Fixed Mindset



- You can't teach an old dog new tricks
- I'll stick to what I know
- I can't do it so why bother trying?
- I see feedback as criticism
- I give up when things get tough
- I feel threatened by the success of others
- Its just the way I am
- My mistakes prove that I am not good enough
- It works okay - why change?
- I'm only good at a few things

# Breakout Room Values



Take a few moments now to think back over the last few years and identify a time when you felt most proud, like you had achieved something.

In pairs discuss these situations:

What was happening?

What did you do?

How did you feel?

Why do you think it stays with you?

Which values of yours were met?

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# Break

see you in 15  
minutes!



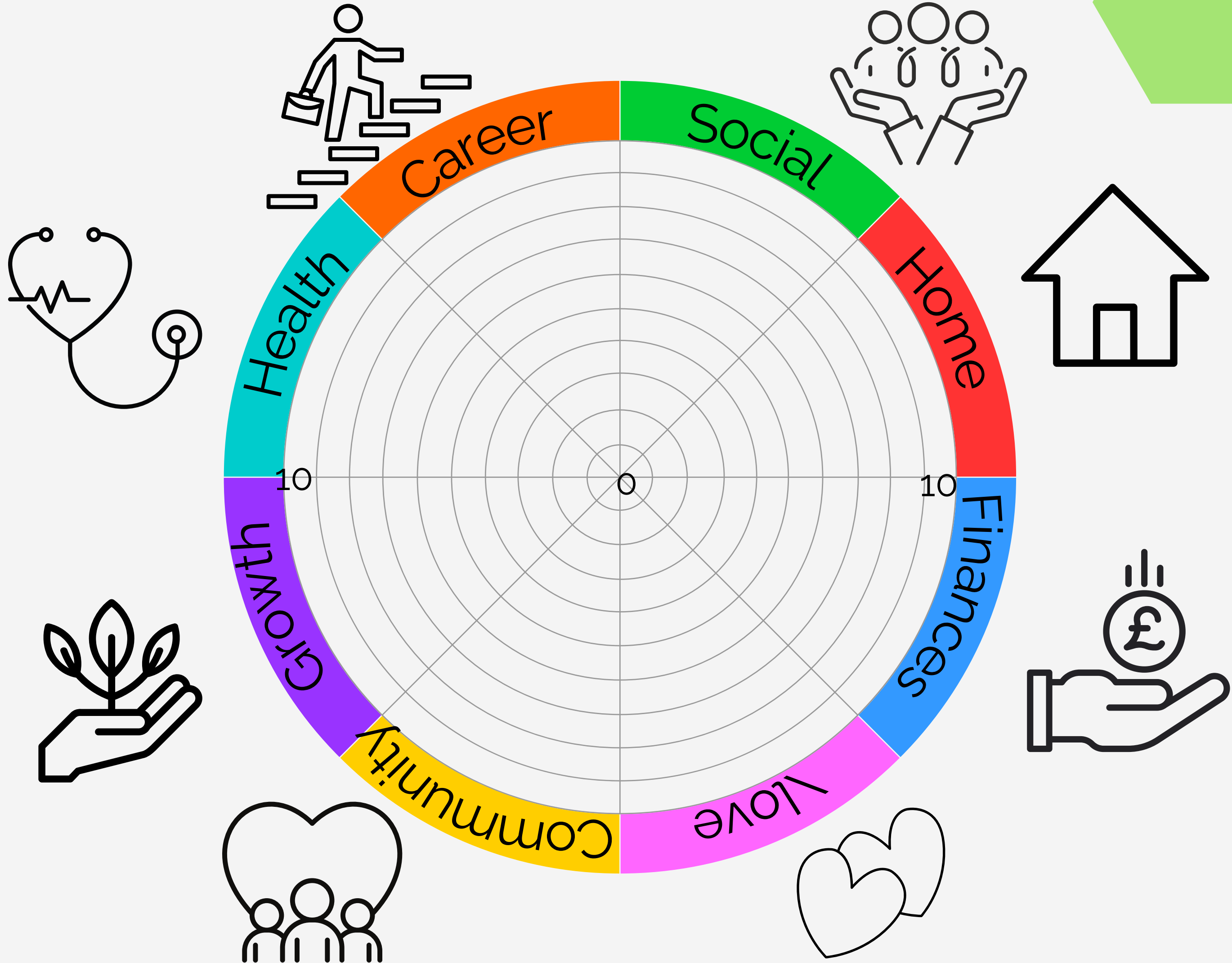
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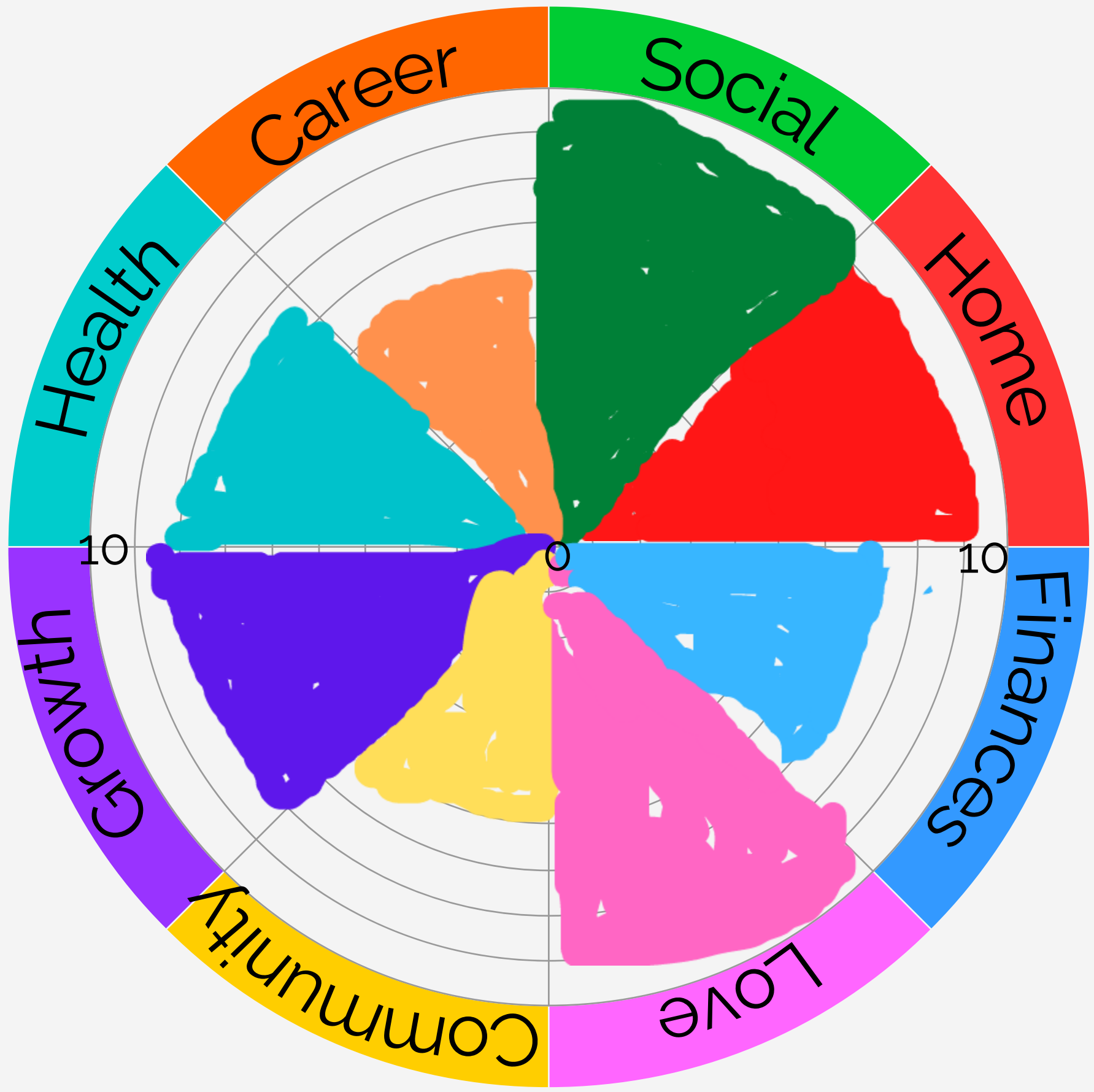
# Finding Balance

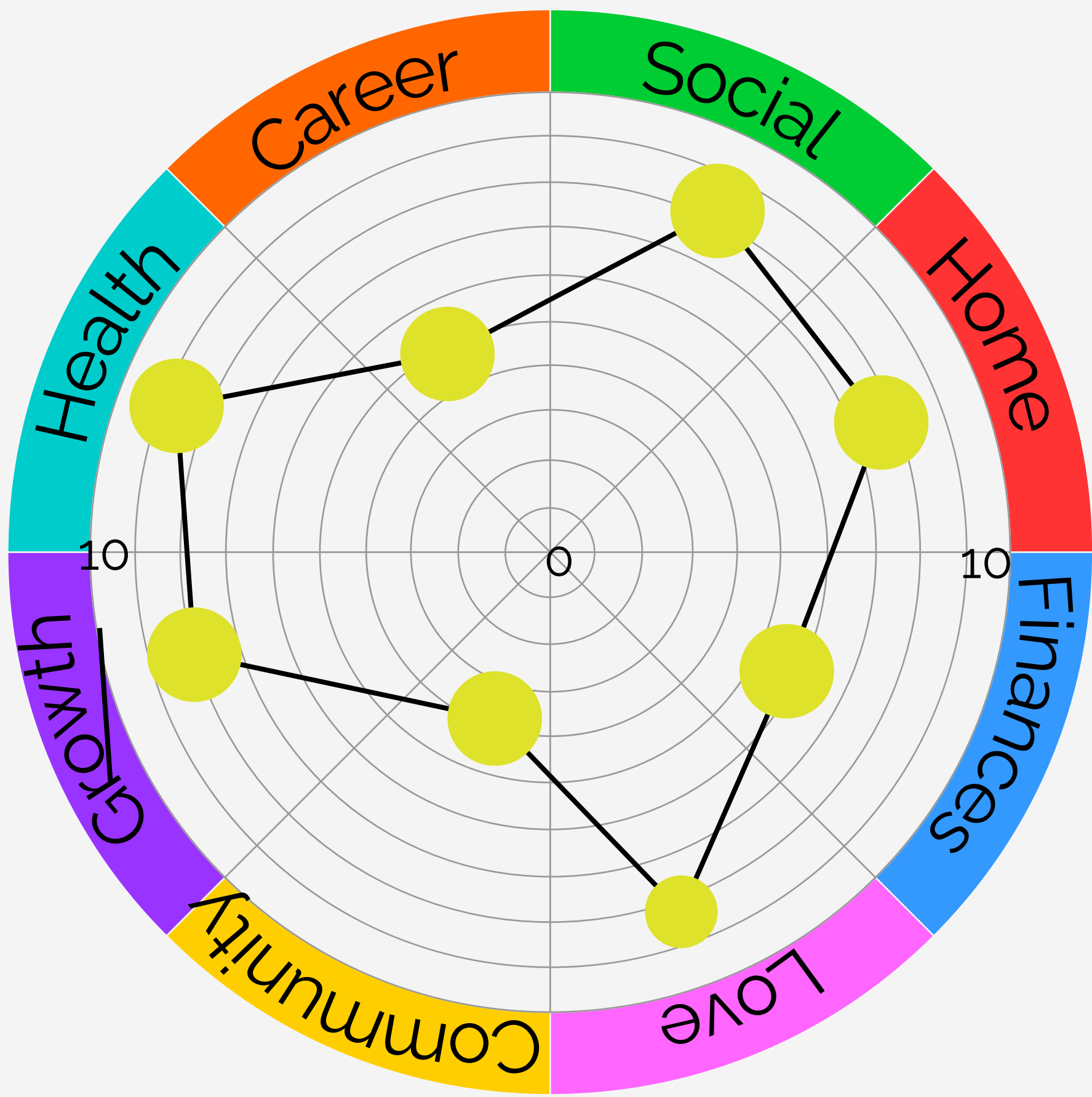




# Wheel of Wellbeing

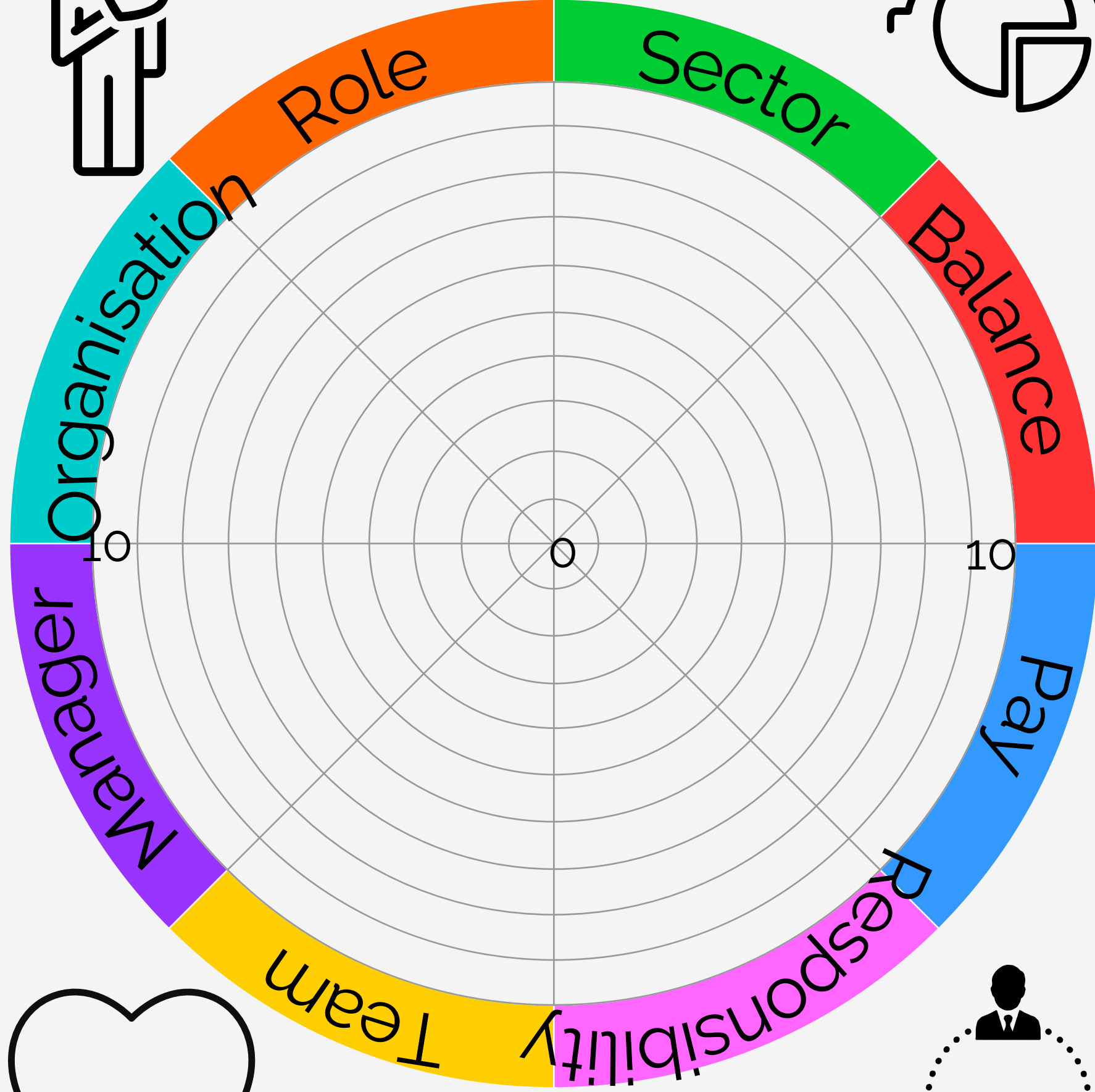
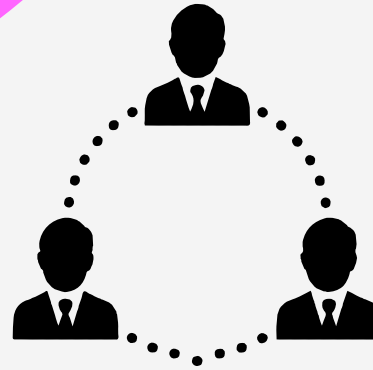
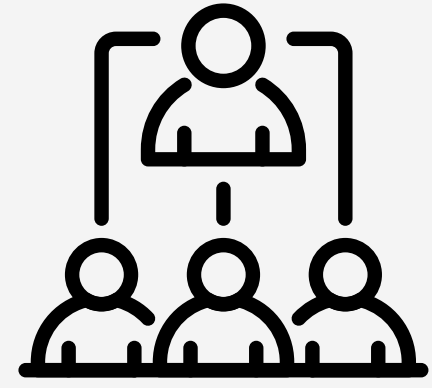
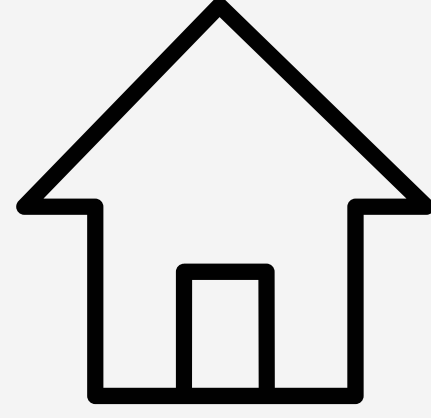
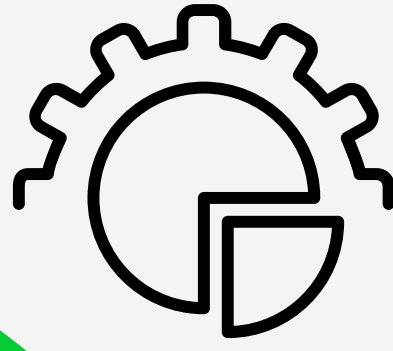
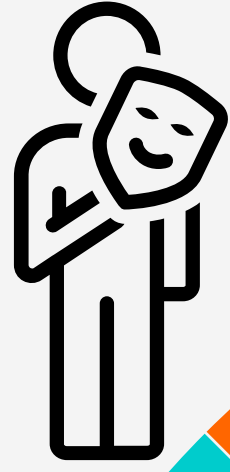
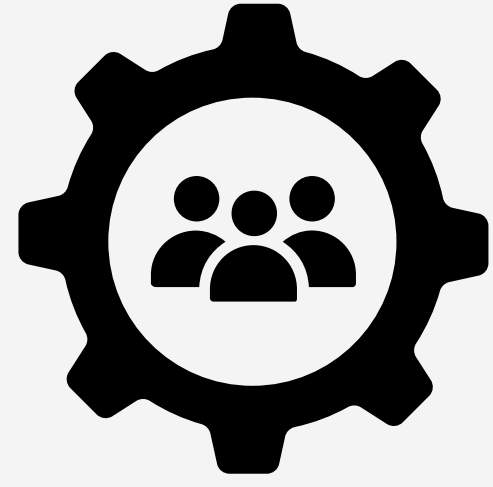






<b>Career</b>	<i>5</i>	<b>Social</b>	<i>9</i>
Health	<i>7</i>	Home	<i>9</i>
Growth	<i>7</i>	Finances	<i>6</i>
Community	<i>5</i>	Love	<i>9</i>











# Challenge

**Email or text people and ask the following questions.**

**If you are nervous, start with friends and family before moving onto peers and line managers.**

- What word or phrase describes me best?
- What do you think is my greatest achievement?
  - What do you value most about me?
- What one thing could I change for my own benefit?
  - What do you believe is my greatest strength?

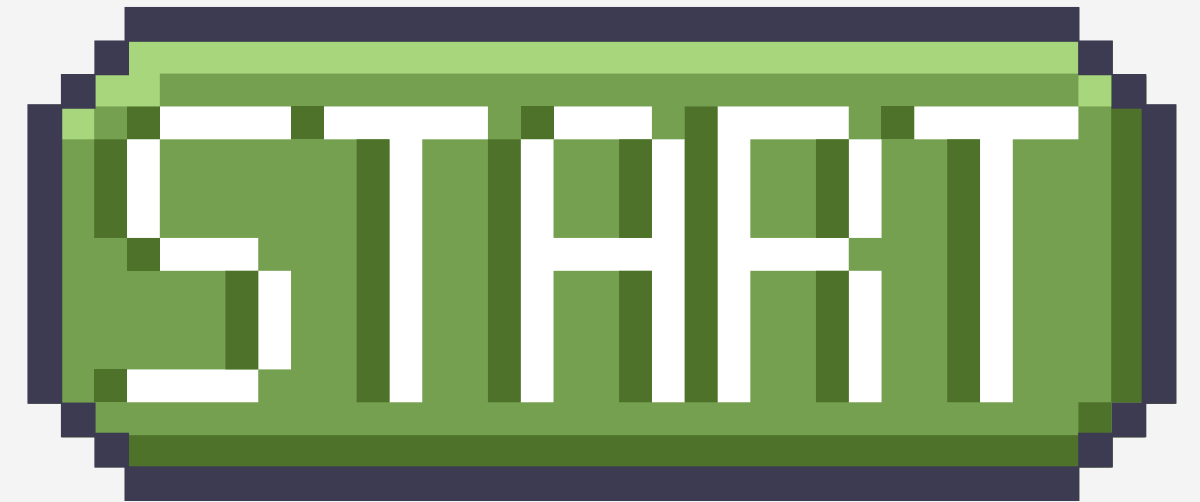
# Breakout Room

Discuss what you are going

- Stop
- Start
- Continue

after today's session and your  
first mentor session

What will you take away from  
today?





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# Questions?



If you think of something later, please contact us on:

[mentoring@housingdiversitynetwork.co.uk](mailto:mentoring@housingdiversitynetwork.co.uk)

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