



STAFF MENTORING PROGRAMME 2022 – 2023

Workshop One - Getting to Know
YOU


Oct 2022



WELCOME

Thank you for joining us in the Staff Mentoring Programme

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““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



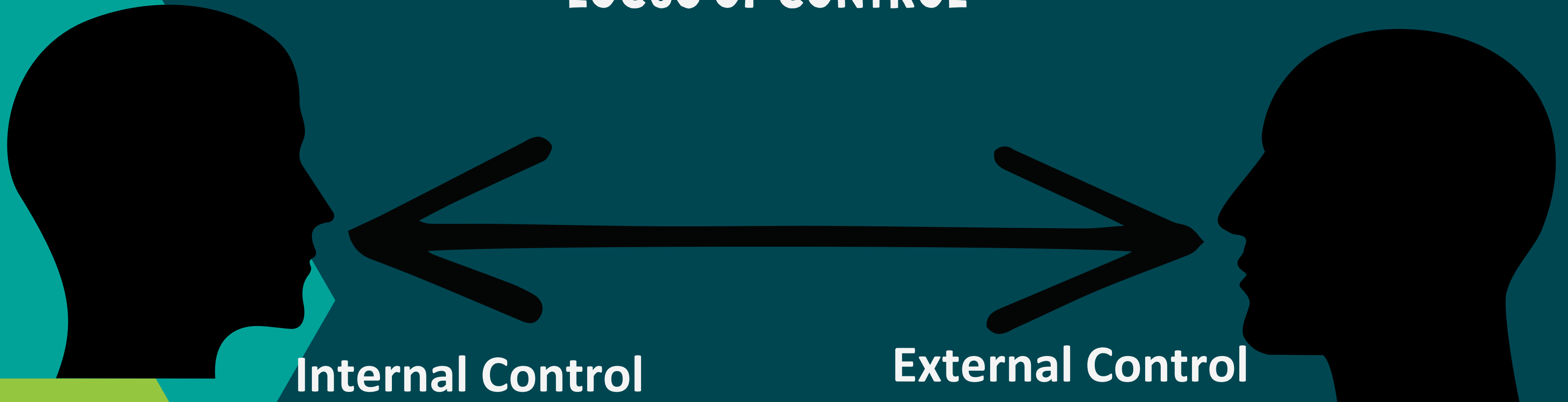
WHAT WE WILL COVER TODAY...

- 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



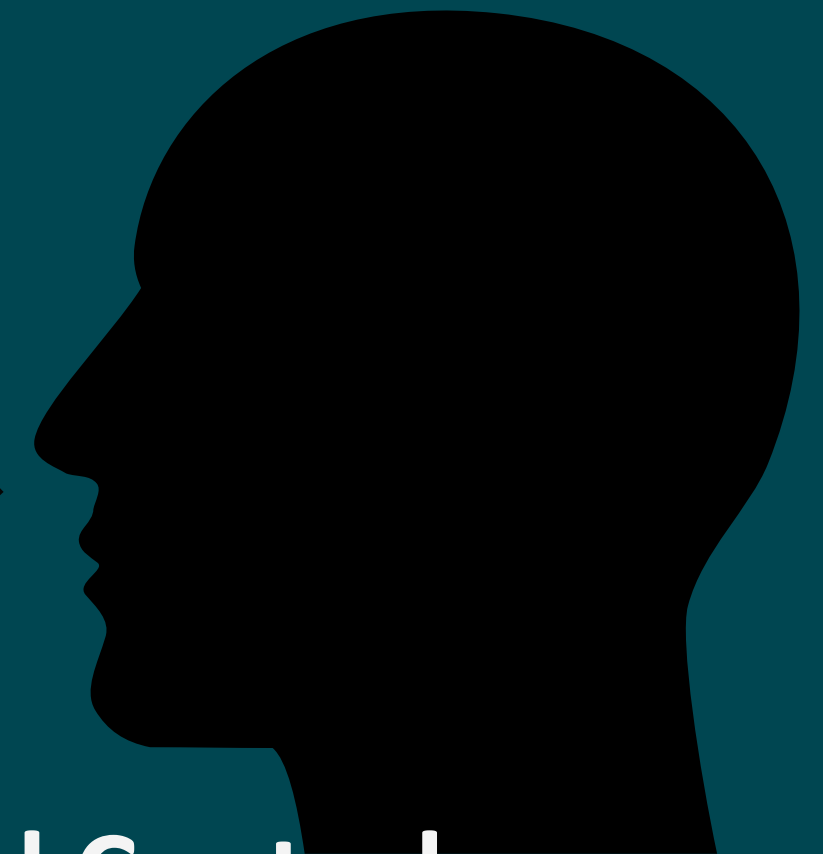
LOCUS OF CONTROL



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

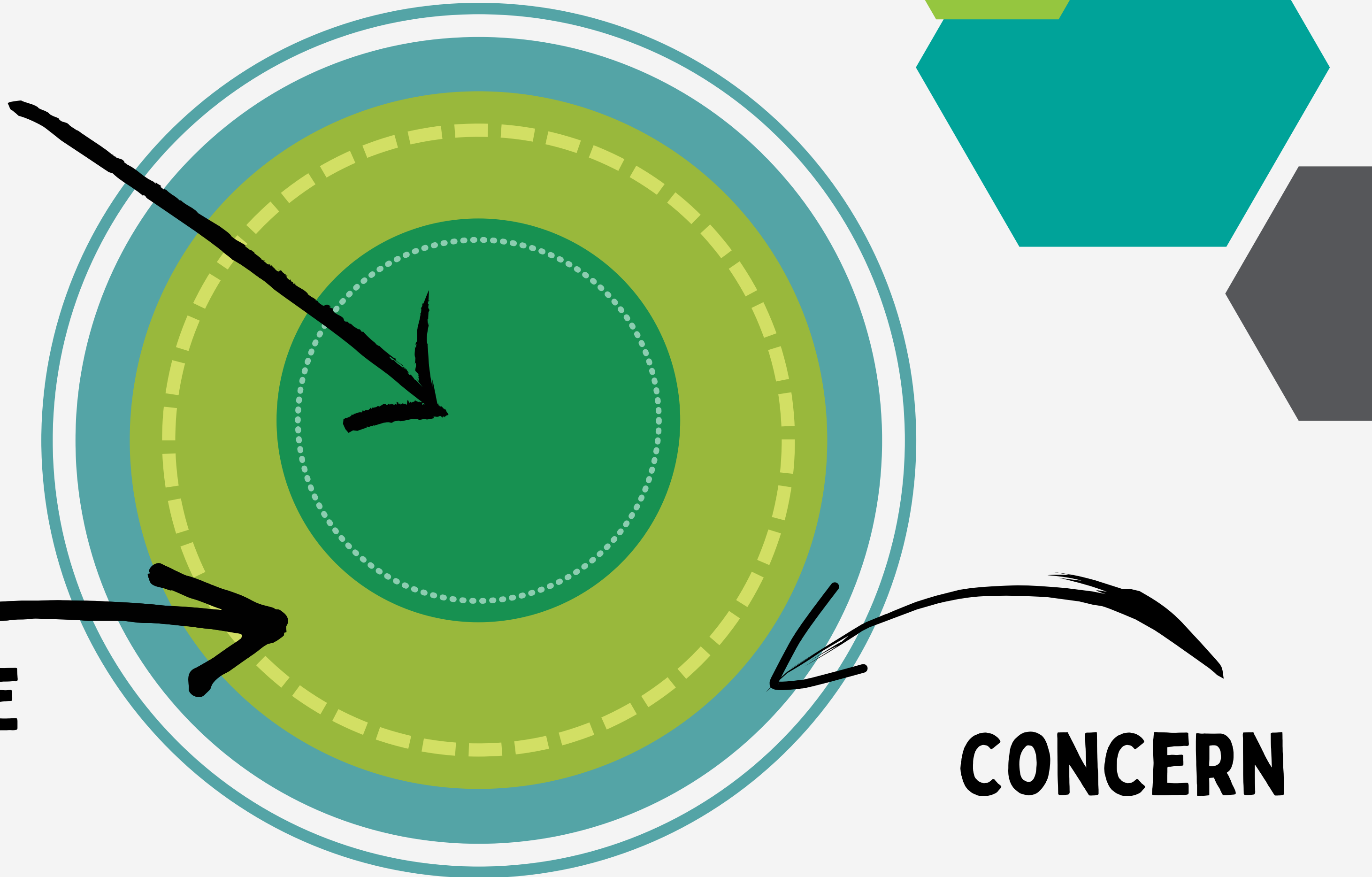


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CONTROL

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



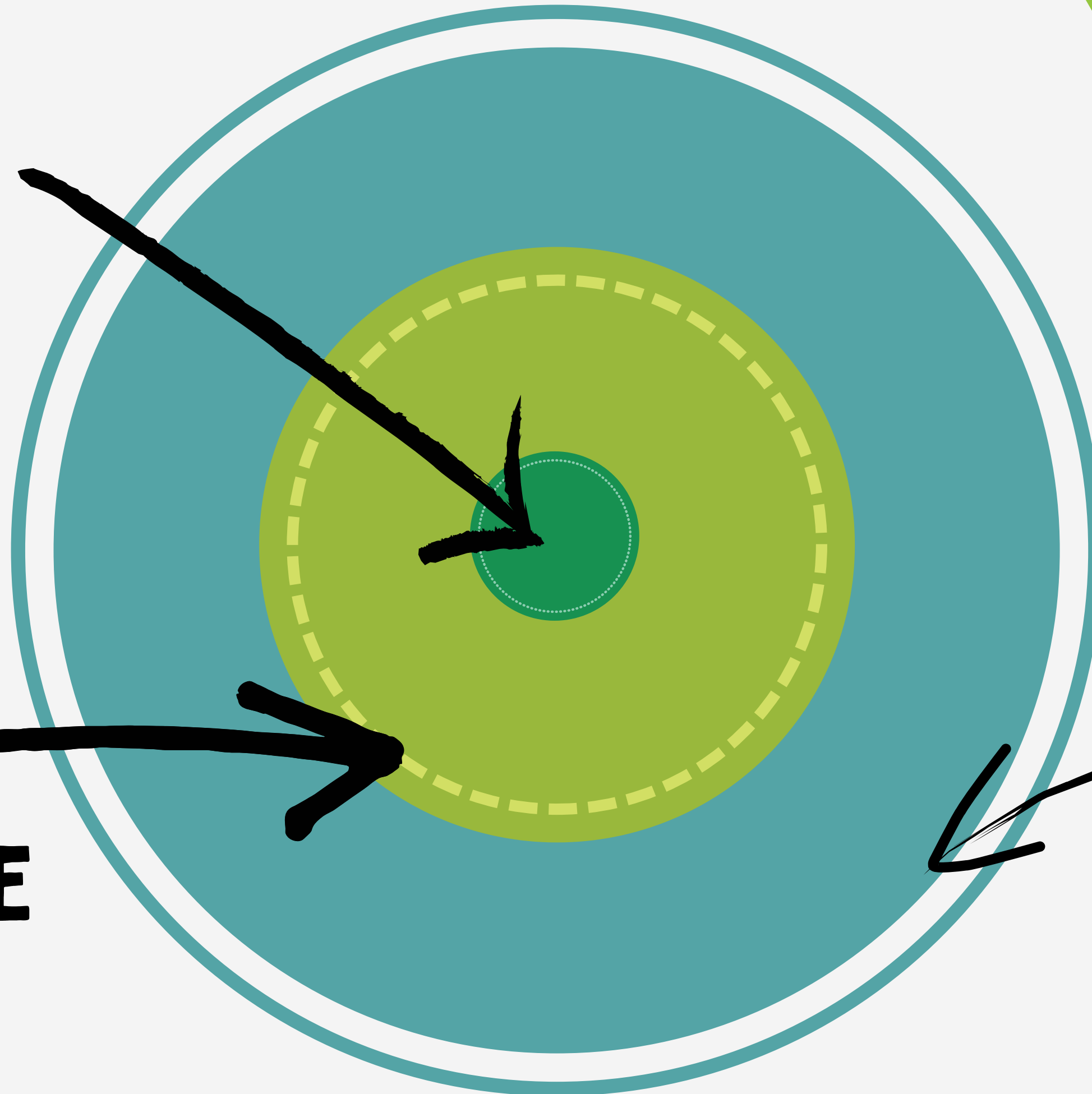
- Your actions
- Your response
- Your thoughts
- Your attitude
- Your enthusiasm



CONTROL

**ANXIOUS
MIND**

INFLUENCE



CONCERN

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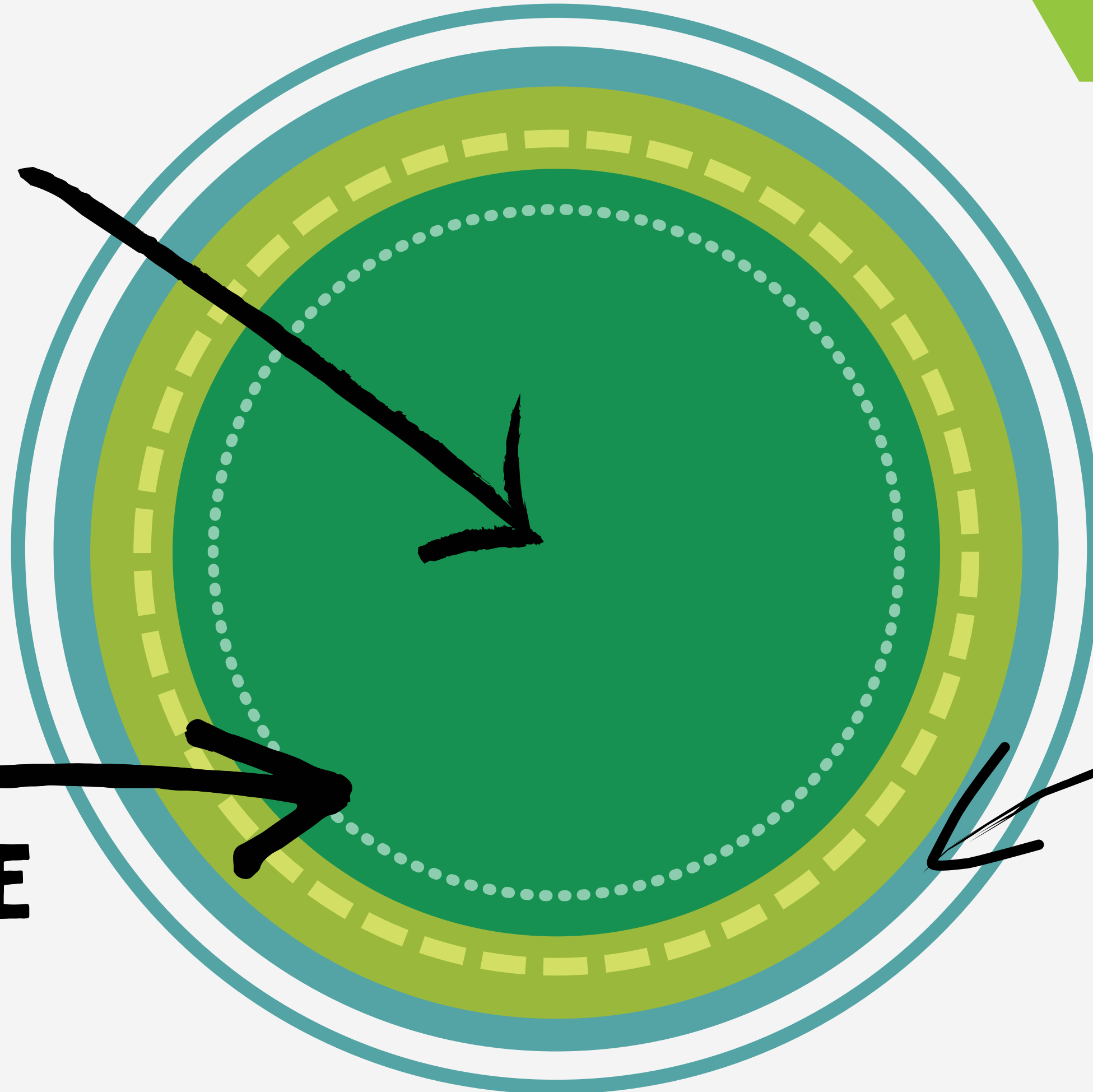
CONTROL

CALM MIND

INFLUENCE

CONCERN

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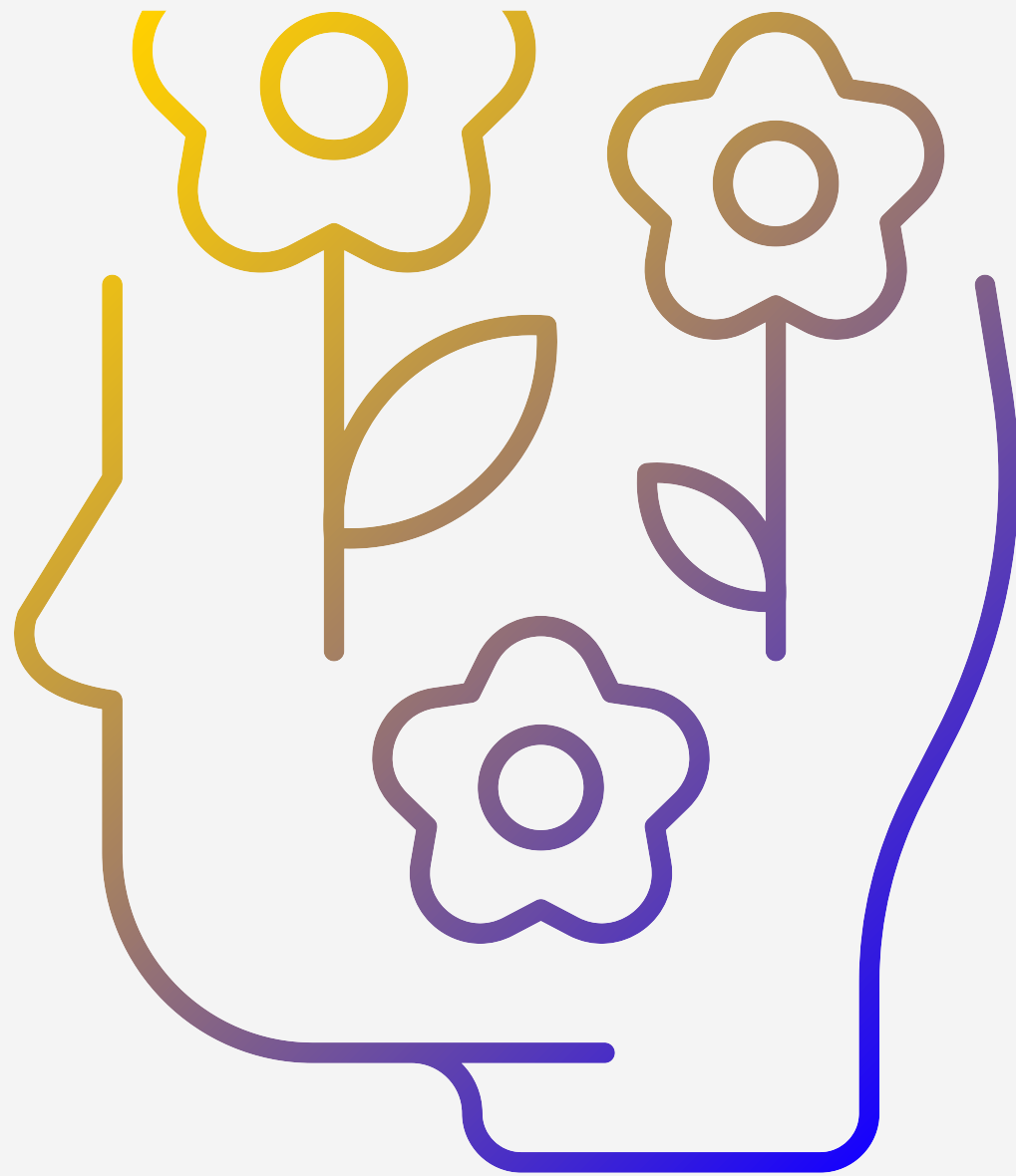


GROWTH MINDSET



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!



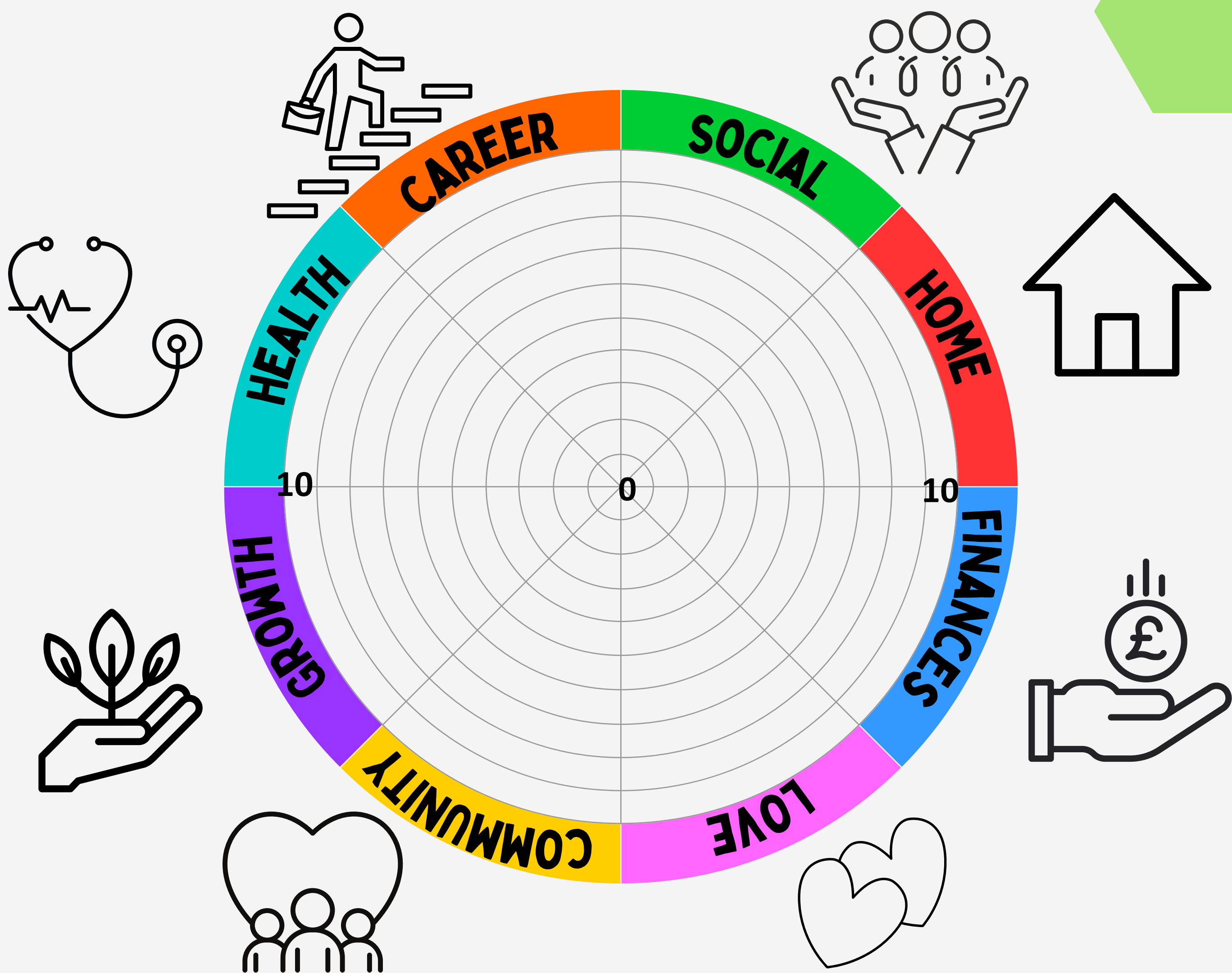
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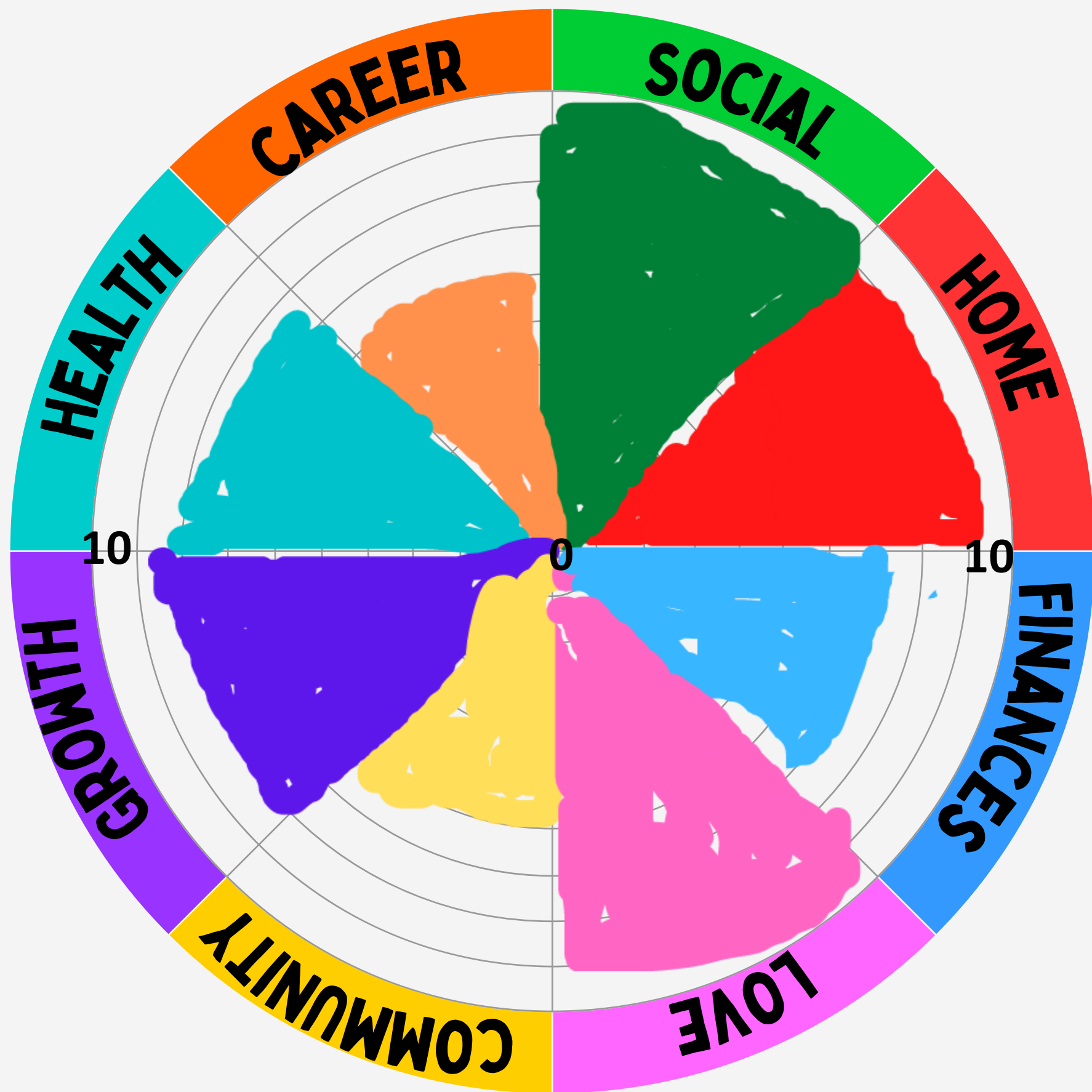
FINDING BALANCE

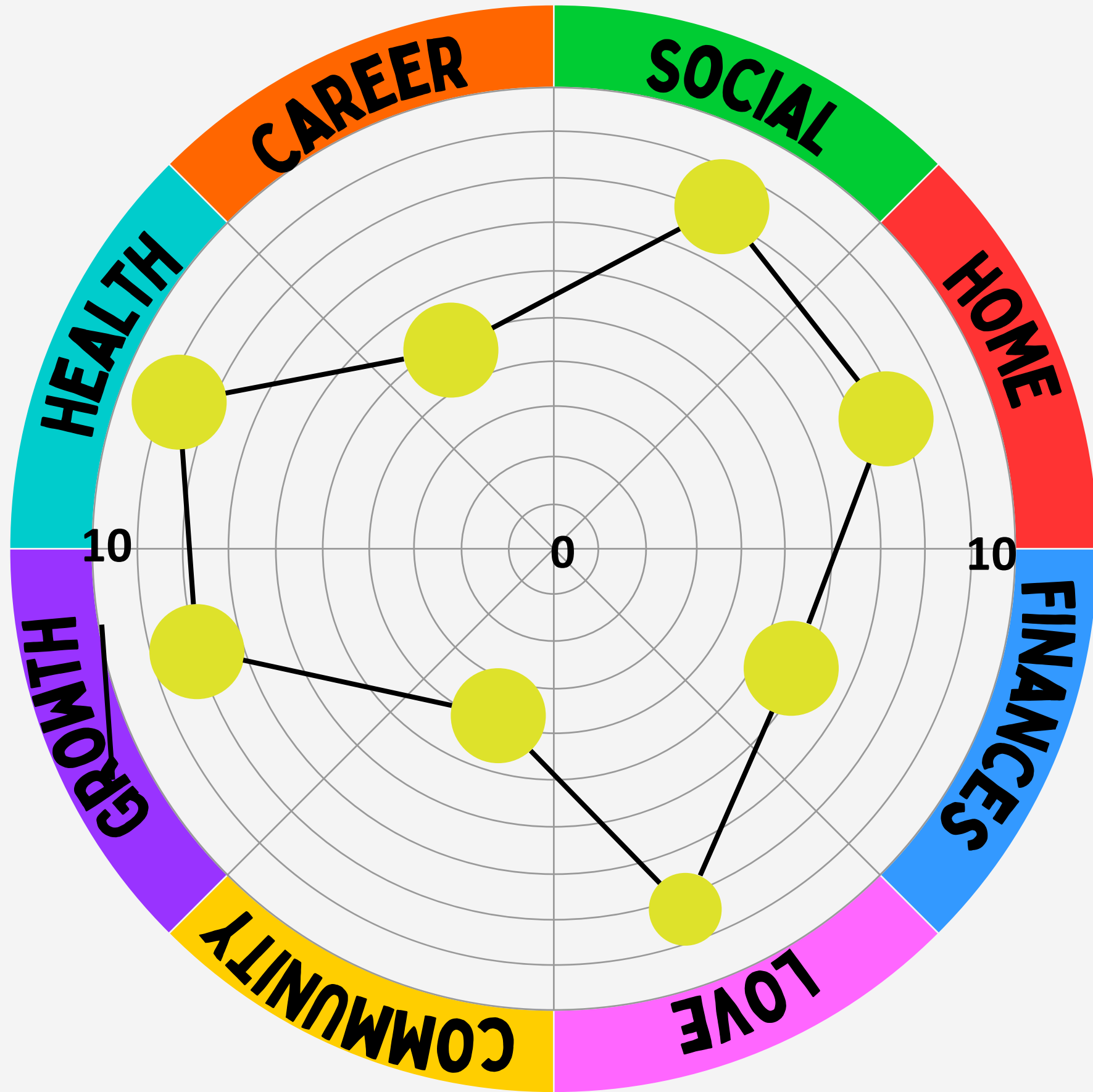




WHEEL OF WELLBEING

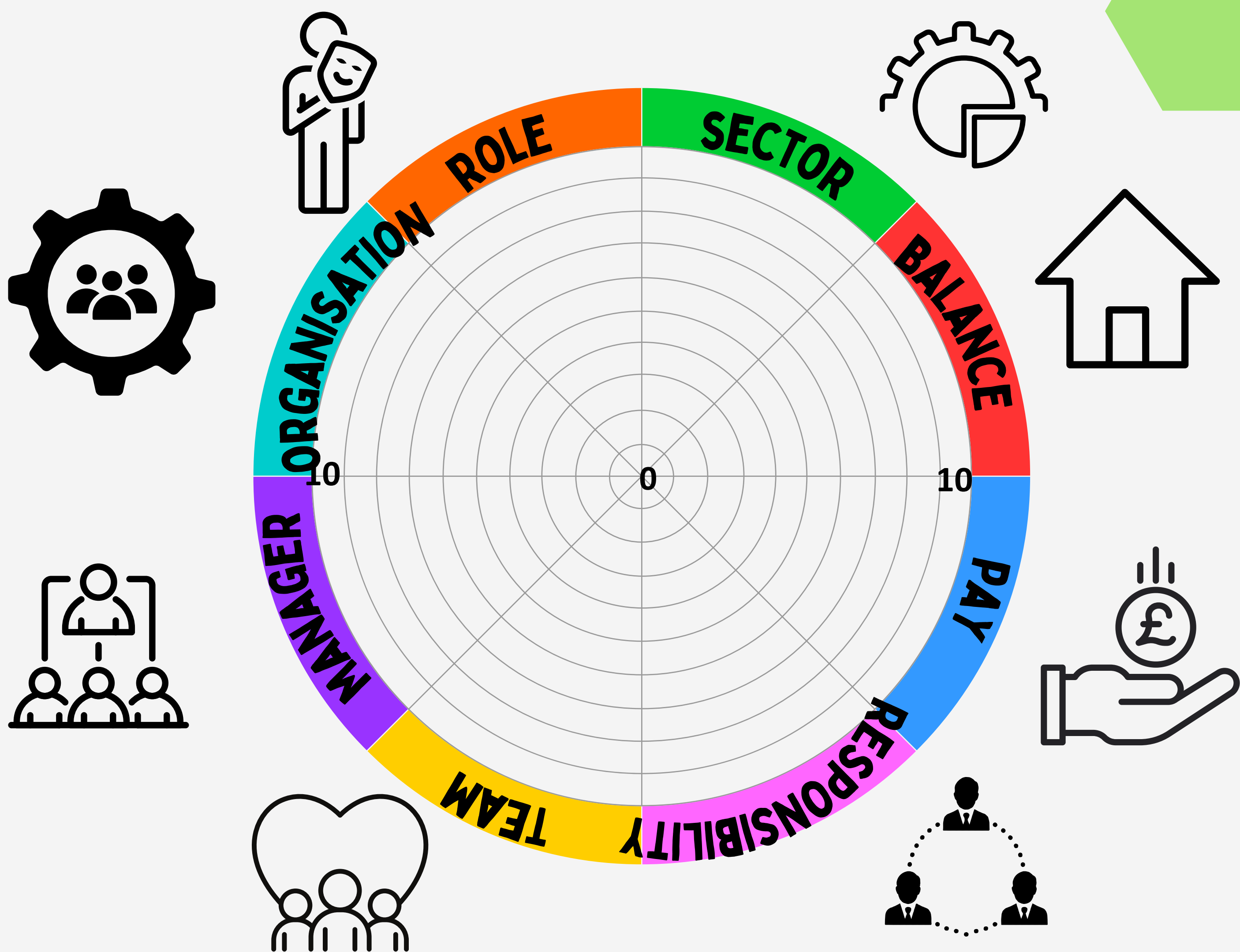






Career	5	Social	9
Health	7	Home	9
Growth	7	Finances	6
Community	5	Love	9







BREAKOUT ROOM



**Interview each other on your
IKIGAI - using the question
prompts in the resources**

BREAKOUT ROOM

Discuss what you are going

- Stop
- Start
- Continue

after today's session and your first
mentor session



STRENGTHSCOPE

You should have received your invite to complete the Strengthscope assessment and get your report.

Please check your junk emails if you have not got this before you get in touch with us.

**Understanding your Strengthscope Report
24th November
10am - 12pm**

Please complete your assessment by Monday 21st Nov to ensure you have the reports before the webinar.

QUESTIONS?



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

mentoring@housingdiversitynetwork.co.uk

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