

Team 1

Mentoring Skill 1

Mentoring skill name: Pre-assessing

Team member names: Chaya, Durel, Patrick

Description definitions of this skill (2-4 sentences):

1. Analyzing preparation for a performance to improve readiness
2. Considering current/experiencing knowledge of the learner
3. Identify factors to be identified
4. Advocating for improvement

Factors involved in using this skill (7 of them, ranked in order of importance):

1. Learner Centered - Using Emotional Intelligence to support learners
2. Skills/Knowledge Required - for a successful upcoming performance
3. Action Plan - strategies to conduct pre-assessment
4. Measurable - scale to evaluate performance /knowledge
5. Adaptability - Using creativity to reach the audience
6. Cultural/Contextual awareness - to ensure the measurements are unbiased

Mentoring Skill 2

Mentoring skill name: Being Compassionate

Team member names: Chaya, Durel, Patrick

Description definitions of this skill (2-4 sentences):

1. "Being moved by suffering and motivated to show sympathy, kindness, or caring"
2. Being Spiritual in understanding the learner
3. Being sensitive to the current state of the learner
4. Using personal experience to help (support) learners
5. Informal transmission of knowledge offering psycho/social support
6. Offering Wisdom based on experience

Factors involved in using this skill (7 of them, ranked in order of importance):

1. Demonstrating knowledgeUnderstanding

2. Empathic
3. Supporting
4. Listening
5. Being selfless
6. Advising
7. Providing advice to a less

Mentoring Skill 3

Mentoring skill name: Giving consulting feedback

Giving consulting feedback - causing action in an assesses through timely, valuable, expert analysis

Team member names: Steve, Lucas, Mohamed, Matt

Description definitions of this skill (2-4 sentences):

1. The person providing feedback is an expert provider sought out by the client
2. Normally focuses on improvement to attain higher levels of quality
3. Typically involves performing analysis to reveal new insights
4. Provides an enriched understanding that might otherwise be unavailable to the client
5. Should be able to find a viable solution that will be accepted by the client
6. Available for follow up consultations that facilitate implementation

Factors involved in using this skill (7 of them, ranked in order of importance):

1. expertise - in the area of concern
2. quality driven - seeks continuous improvement in route to value
3. communicate - share understanding with others to help them take action
4. timely - solutions delivered efficiently
5. customization - to meet the unique needs of the stakeholders
6. analytical ability - for modeling and simulation
7. clarity - easy to understand expert opinion (minimizes jargon)
8. accessible - able to provide follow-up
9. consistency - coherent messaging and guidance

Combined factors list (pick two more)

1. *expertise - has knowledge in the area of concern
2. *quality driven - seeks continuous improvement in route to value
3. **communicate - share feedback with others to help them take action
4. *timely - solutions delivered efficiently
5. *customization - to meet the unique needs of the stakeholders
6. **Uses terminology(clarity) –uses terminology with which the assessee is familiar

7. analytical ability - for modeling and simulation
8. Proposing actionable solutions
9. accessible - able to provide follow-up
10. consistency - coherent messaging and guidance
11. Open to feedback
12. Design accessible feedback—meet the assessee where they are at
13. Pre-assesses—determines assessee's readiness to receive feedback
14. Builds confidence in the assessee

Mentoring Skill 4

Mentoring skill name: self-mentoring

Self-mentoring - engaging in intentional self-assessment leading to analysis for improvement

Team member names: Steve, Lucas, Mohamed, Matt

Description definitions of this skill (2-4 sentences):

1. It begins with a desire for growth and is sustained by honest self-awareness
2. Informs roles of director, scriptwriter, and actor
3. Analysis to provide strengths and areas for improvement
4. Reflection is an engine to generate insights and incorporate lessons learned that better help you achieve life goals
5. Self-mentoring is a sustained journey to continuously seek opportunities for growth and achieve an image of your ideal self
6. Culminates in the internalization of the self-growth coach (self-actualization)

Factors involved in using this skill (7 of them, ranked in order of importance):

1. self-actualization - committed to continuous improvement
2. self-awareness - appreciating opportunities for engaging in reflection or metacognition
3. self-monitoring - having a continuous camera on every performance so it can be replayed and assessed
4. self-regulation - making and executing plans
5. reflection - discovering insights about the self
6. assessment - finding strengths and areas for improvement based on criteria
7. intentionality - deliberately pursuing growth plans
8. identifying opportunities - finding contexts in upcoming activities for practicing growth
9. honesty - avoiding personal bias and recognizing impediments

Combined Factors (Pick top 4)

1. *self-actualization - committed to continuous improvement
2. **Being self-aware- (CLS skill appreciating opportunities for engaging in reflection)
3. **Self-Assesses—(cluster measuring and analyzing one's own performance for improvement)
4. *self-monitoring - having a continuous camera on every performance so it can be replayed and assessed
5. *Self-regulation (cluster—maintaining energy to keep running the marathon of life) to make and execute plans
6. *identifying opportunities - finding contexts in upcoming activities for practicing growth
7. reflects - discovers insights about the self
8. intentionality - deliberately pursuing growth plans
9. honesty - avoiding personal bias and recognizing impediments
10. Self-Discipline—makes commitment to uphold a regimented schedule
11. Continuous Improvement—willingness to improve
12. Time-management—taking time to conduct assessment
13. Takes action—implements action plans for areas of improvement