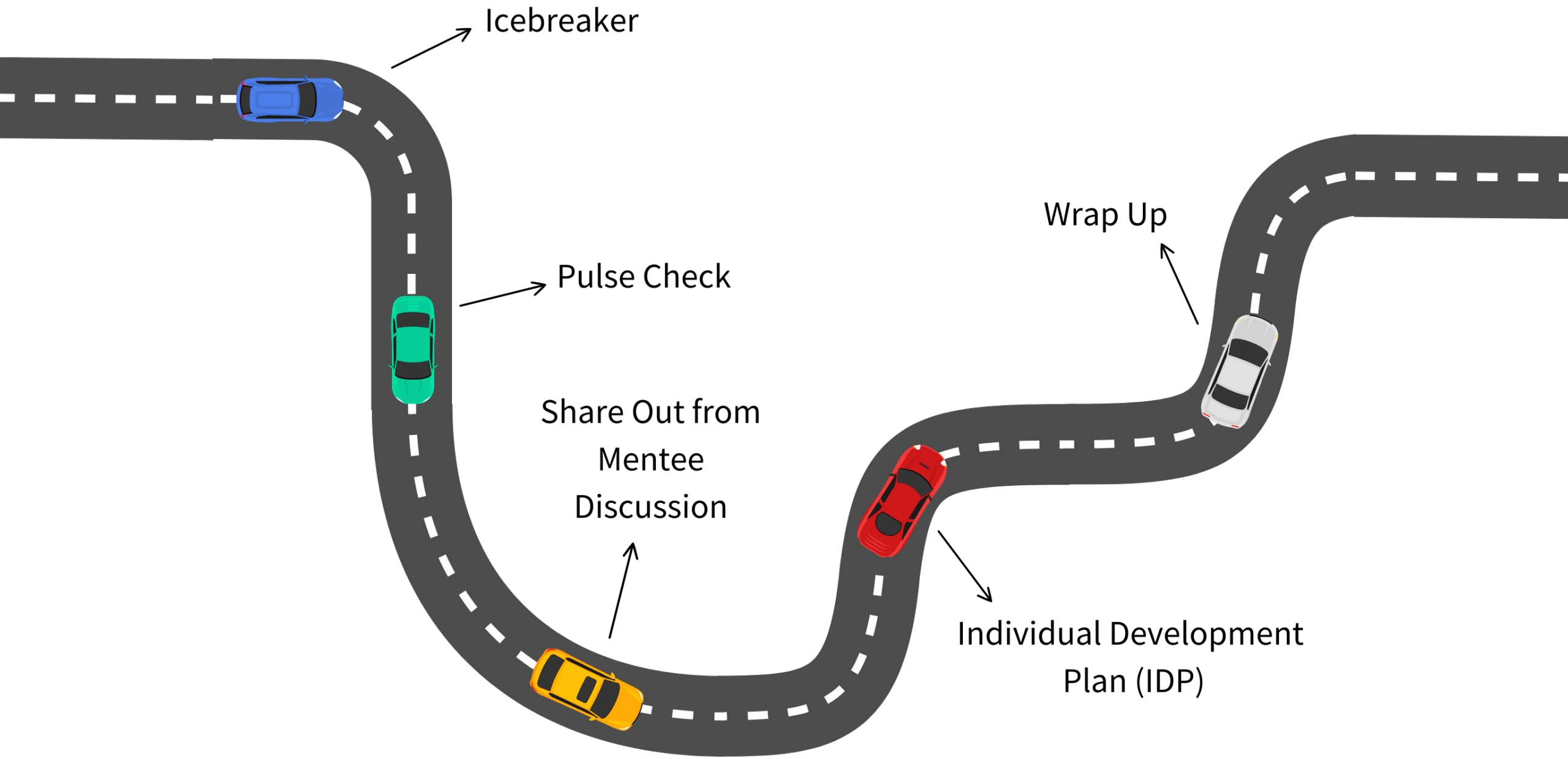




# Mentor Development Discussion

Mentorship Program



Icebreaker

Pulse Check

Share Out from  
Mentee  
Discussion

Individual Development  
Plan (IDP)

Wrap Up

# Introductions & Icebreaker

1. Name
2. Pronouns
3. Agency



## **Icebreaker...**

- What are you learning about yourself through the mentorship experience?



**Pulse Check**

# I am curious to know...

- What has been the most rewarding aspect of mentoring for you so far?
- Have there been any challenges or obstacles you've encountered in your mentoring relationship?
- How do you feel about the level of support and resources provided to you as a mentor?



# **Share Out from Mentee Development Discussion**

# What I'm Hearing...

## What Mentees are Learning

- Experiences are not unique to them
- Permission to invest into themselves/ identify strengths
- Self discovery and ownership
- Current role/work not aligned with strengths/ what brings them joy

## What Mentees are Feeling

- Reassuring / all in this together
- Grace
- Growth is uncomf. yet necessary
- Community / Supported
- Slow down and see priorities
- Empowered to support themselves
- Voice matters / Persepctive add value

**How do you typically  
approach goal-setting  
and progress tracking?**



# Best Practices

**Encourage Self-Reflection**

**Prioritize Goals**

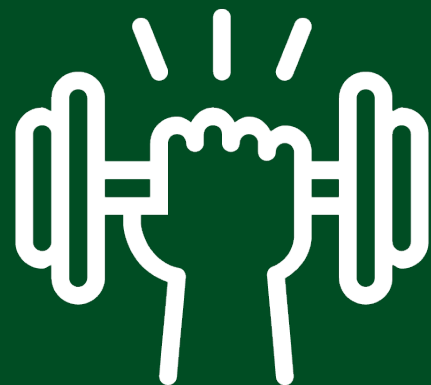
**“Chunk” Goals**

**Provide  
Accountability &  
Support**

**Celebrate  
Achievements**

**Feedback**

**Model Goal Setting  
Behavior**



# Clifton StrengthsFinder

# Clifton StrengthsFinder

**Fosters Self  
Awareness**

**Guides Development**

**Boosts Confidence**

**Improves  
Performance**

**Encourages Positive  
Mindset**

**Increases Leadership  
Effectiveness**



**What are YOUR strengths?**

# What did you hope to gain from being a Mentor?

<b>Name</b> <i>(in alphabetical order)</i>	<b>Help Someone Develop</b>	<b>Improve my Coaching &amp; Feedback Skills</b>
<b>Mentor 1</b>		
<b>Mentor 2</b>		
<b>Mentor 3</b>		
<b>Mentor 4</b>		
<b>Mentor 5</b>		
<b>Mentor 6</b>		
<b>Mentor 7</b>		
<b>Mentor 8</b>		



# Individual Development Plan (IDP)

# An IDP Helps YOU:

**Identify Strengths &  
Opportunities**

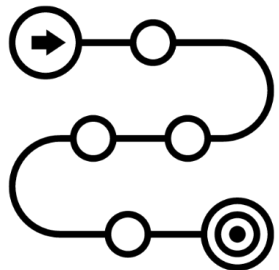
**Define What “Success”  
Means to You**

**Identify What  
“Success”  
Looks Like for You**

**Set Clear Goals for  
Growth  
(Personal and/or  
Professional)**

**Develop a Roadmap for  
Achieving Your Goals**

# IDP Steps:



2

## Envision Your Future

- Where do you want to be?
- What do you want to be able to do [better]?

3

## Identify Gaps *(Compare Current to Future State)*

- What areas need improvement?
- What types of experiences do you need to grow?
- What skills and/or knowledge do you want to develop?
- What can you accomplish realistically with current workload?

4

## Write Your IDP

- Outline specific actions to address identified gaps.
- Set AIM SMART goals for development.

5

## Discuss Your IDP With Someone *(optional)*

- Seek feedback and guidance.
- Align development plan with team/agency/organizational goals.

6

## Develop Your Gaps

- Implement strategies to address identified gaps.
- Seek 'stretch' opportunities for growth.

7

## Monitor, Track, and Update Your IDP as Needed

- Regularly assess progress towards your goals.
- Adjust your plan based on changes in priorities and/or circumstances.



# IDP: Envision Your Future

*“Dream and give yourself permission to envision a YOU that you choose to be”  
– Joy Page*



## Where would you like to be in the next 5 years?

- What achievements/milestones do you hope to reach in the next 12 months?

## What core feelings do you want to experience during a typical day [of work]?

# Emotion Wheel



# IDP: Identify Gaps

*“Embracing the ‘gap’ and the discomfort it brings is necessary for growth and development” – Unknown*



**What skills do you want to develop?**

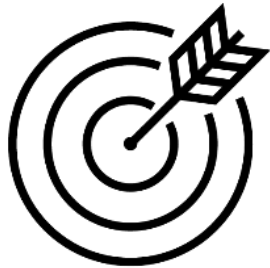
**What will get you closer to your envisioned future state?**



# **Breakout Discussions**

*Write Your IDP*

# IDP: AIM SMART



## TIPS

- *If you answer that it is not achievable or reasonable, go back to the start of the goal setting process and adjust your goal.*
- *Decide how you will follow up and be accountable to the goal upfront.*

## AIM

**Decide on a goal:** \_\_\_\_\_

**A – Acceptable:** What is the minimum you can do? \_\_\_\_\_

**I – Ideal:** What is the maximum you can do? \_\_\_\_\_

**M – Middle:** What is the middle; a realistic stretch? \_\_\_\_\_

## SMART

Write your **middle** goal from the AIM process: \_\_\_\_\_

**Now, follow this SMART process:**

**S – Specific:** What exactly is the **first step** of the action/goal you identified?

\_\_\_\_\_

**M – Measurable:** For what you have listed in “Specific,” make sure you have qualified or quantified the measure of success.

**A – Achievable:** Is the initial step (listed in “Specific”) possible to achieve? \_\_\_\_\_ YES or NO \_\_\_\_\_

**R – Reasonable:** How reasonable is it that what you’re saying you’re going to do can be done **at this time?**

\_\_\_\_\_

**T – Time-Oriented:** By when, exactly, will you complete this **first step** of the goal?

\_\_\_\_\_



**Share Out & Wrap Up**