



ASIA INSTITUTE OF MENTORING

# LEARNING CIRCLE INSIGHTS

**Virtual AIM Learning Circle**  
SELF DEVELOPMENT FOR MENTORS  
28th May 4:00-5:00pm

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Facilitators

Dilip Shankar



# Self Development of Mentors

The learning circle started with Dilip sharing his approach to mentoring followed by discussion on the skills, competencies and character traits that mentors needed

## Dilip's Sharing:

- Prep for the meeting - what are the goals and task
- Take a break and decompress by moving into a different space and detach from the previous activity or session
- Blank out by belly breathing 3-4 times and visualise the upcoming meeting
- Spend first 5 mins when meeting the mentee to build rapport and the relationship
- Create a mental bubble around mentor and mentee in order to be completely present and practicing full body listening
- Listening - receiving and understanding (summarise, clarify and paraphrase) 70% and reflecting and responding 30% (instigate, investigate using neutral language and being aware of own biases)
- Keep agenda in mind
- Said he wears two lenses : the larger purpose and the insignificance of us in the larger scheme of things order in order to keep ego out of the picture
- Summary and next steps
- Self reflection and development - did the session go according to the goal, did anything trigger me - view triggers as a source of self reflection.

## Discussion

- Listening skills are important - mentor needs to listen without biases and be aware of own agenda, active listening , be aware of visual cues, listen to what is not being said too as that sometimes opens the door to deeper issues, talk less. "WAIT" - Why Am I Talking, Creating space for the mentee - When you get a "high level or generalised response to a question - keep quiet and dont say anything - give space for the mentee to hear himself or herself and come up with a deeper response
- Empathy and concern for the mentee by accepting where the mentee is at and acknowledging that everyone has the potential to be more- make that connection with the mentee
- Going with the flow is important and sometimes to take a stand and provide direction - the need to strike a balance
- Don't frame too early
- Concept of learning - mentors must be keen to learn, need to have an exploring nature. How do you manage your own biases and prejudices

- Sense of openness and humility in managing ego - one suggestion was to set up a house rule whereby both mentee and mentor will watch out for each other and address it
- Give up being right - create space to listen
- Prefer mentoring to coaching because its longer term focus and more holistic nature.