

Mentoring Activation Profile

UNLOCKING POTENTIAL THROUGH HIGH-IMPACT MENTORING

Sample Report

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INTRODUCING
THE MENTORING
ACTIVATION
PROFILE

The Leadership Shapers' framework for mentoring is different... it is built on a foundation of NeuroLeadership (brain-based) coaching techniques and Emotional Intelligence competencies. The process is pivotal, however the content and the journeys will all be unique. The one common thread is the desire to create impact!

This Mentoring Activation Profile (L/S MAP) is designed to give you insight into your mentoring style and to support you to engage in high-impact mentoring. Whilst the specific context of the L/S MAP is a mentoring relationship, the **Elements** and **Factors** within the framework are relevant and applicable to many one-on-one interactions.

Mentoring Framework

UNDERSTANDING THE PROCESS

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Mentoring Framework

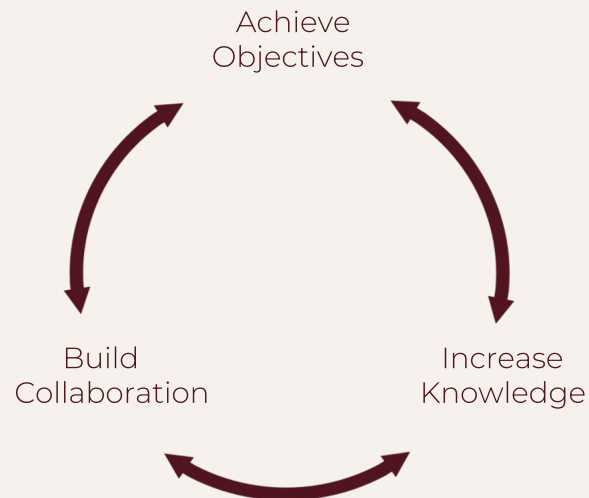
UNDERSTANDING THE PROCESS

Mentoring is about linking the AMBITION of the mentee to the WISDOM of the mentor.

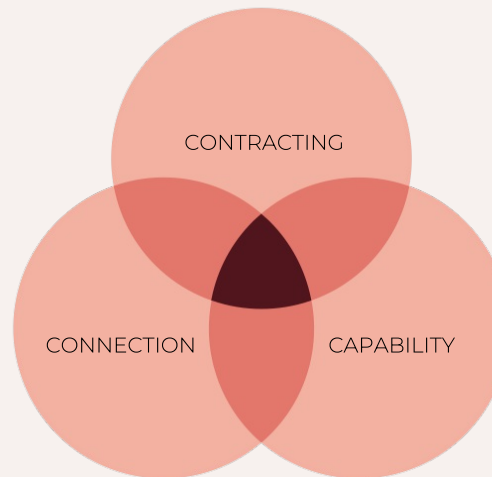
Whilst mentoring is a two-way street (the mentor often grows and learns from their mentee), the style of the mentor is key to facilitating high-impact mentoring.

The Leadership Shapers' framework is designed to support you, as the mentor, to unlock your full potential, as well as provide a process to guide the mentoring relationship.

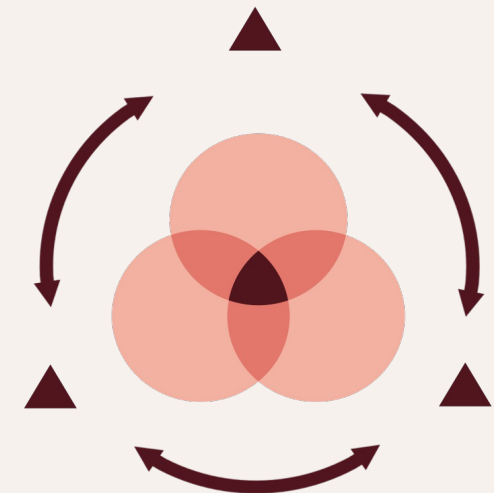
The Outcomes



The Elements



The Framework



WHY?

Time is valuable. We want to create impact. We create impact when we increase knowledge, build collaboration and achieve the objectives we've set. It's about better results, faster!

WHAT?

The framework is outcome driven, underpinned by three **Elements**. When we balance the **Elements**, we shape our mentoring to be high-impact and transformational.

HOW?

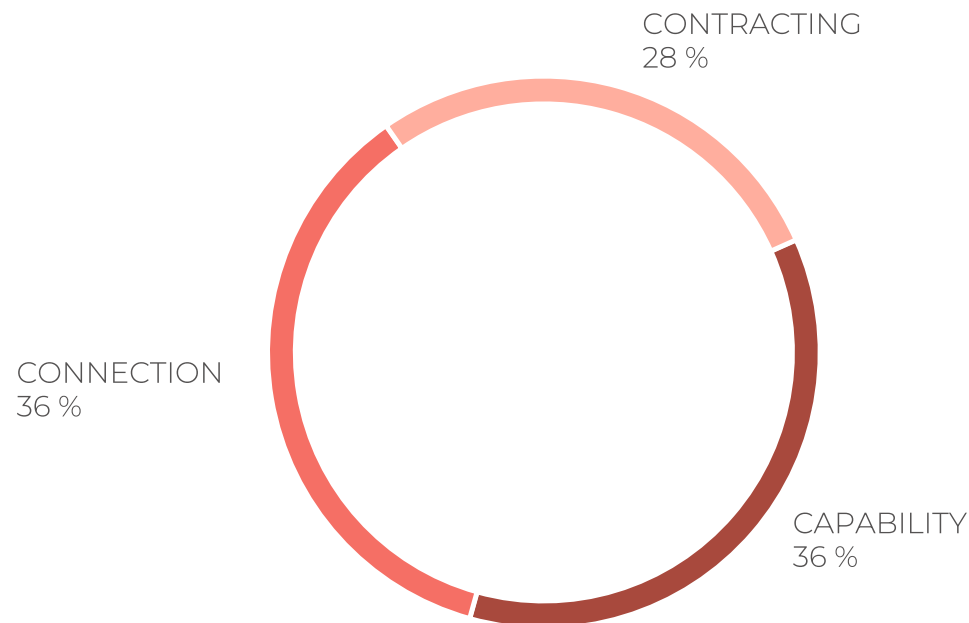
Through understanding and developing the **Factors** which relate to each **Element** (see p6), we can strengthen and balance the **Elements**. Therefore, the impact we can create from mentoring is within our control.

Your Profile

ELEMENTS IN THE
MENTORING
FRAMEWORK

The balance and relative strength of the three **Elements** of mentoring affects the level of impact created through your interactions. **Balancing the Elements helps maximise your impact**, ensuring all the **Outcomes** are attained.

In your profile, there is an opportunity to balance the Elements.



CAPABILITY

Having wisdom and experience, and the ability to impart them in a way that's valuable

You have the ability to facilitate the growth of knowledge by seeing the possibilities and harnessing your wisdom and experience, and that of your mentee.

CONNECTION

The foundation of the relationship that fuels the trust and safety to be open and share

Don't miss the opportunity to build greater collaboration, by bringing more courage and curiosity to help create safety in your relationship, which will foster more trust and openness.

CONTRACTING

Setting a clear intent for your interaction and aligning your behaviour to that intent

Achieving more is possible by focusing on setting clear objectives, supporting commitment, creating accountability and ensuring you turn up with focus and energy.

What do you need to do to strengthen your impact by creating more balance?

Your Profile

MENTORING
STYLE

There are three styles, **Transactional**, **Ad Hoc** and **Social**, which represent the intersection between your two strongest **Elements**. A fourth style, **Balanced**, results when the **Elements** are closely aligned.

Your prevailing style represents the main way you show up as a mentor.

Your style: **Ad Hoc**

Growth comes from connection and the underlying wisdom and openness to develop

Outcome risk: **Achieving Objectives**

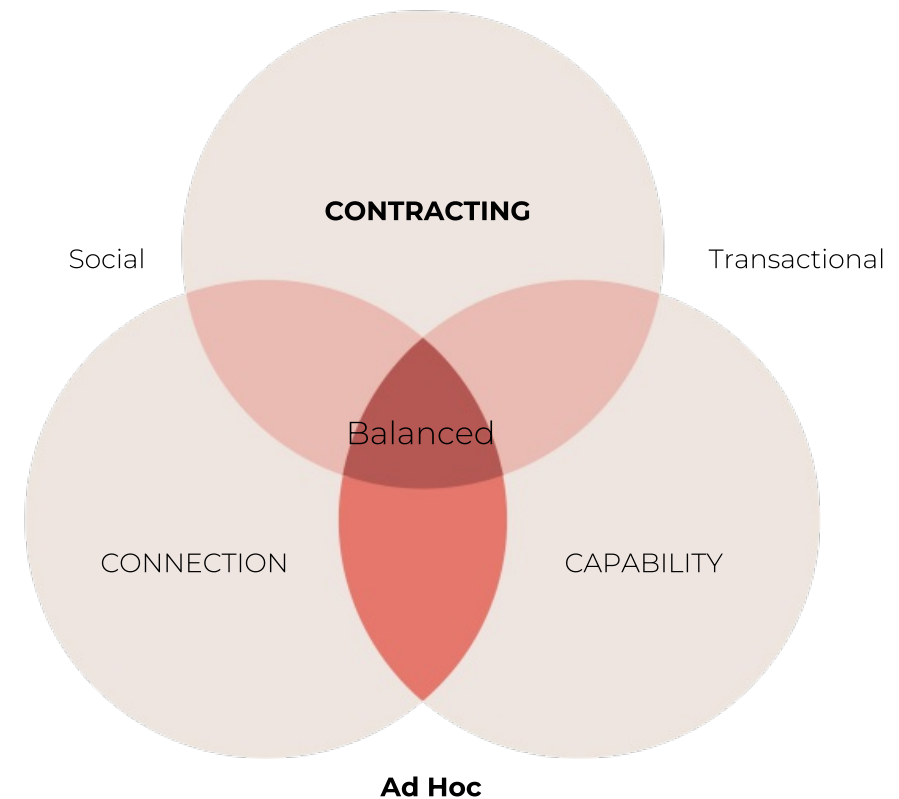
Whilst an ad hoc style will deliver outcomes from mentoring, the opportunity for greater impact may be affected without clear accountabilities and agreed objectives to help measure success and keep on track. Setting up the expectations and a clear intent for the relationship amplifies the potential from the interactions.

Strategic focus for increased balance: **Contracting**

To strengthen the Contracting in your relationship, tap into motivation, both for yourself, and your mentee. Your own awareness in navigating what you've got in the background will support you in being focused and engaged in each conversation.

Focus on what's important - what's the purpose of the interaction? Set clear goals and frame actions that will move your mentee towards those goals.

What are the patterns of behaviour that support accountability? What expectations need to be clarified to ensure that efforts are directed in the most effective way?

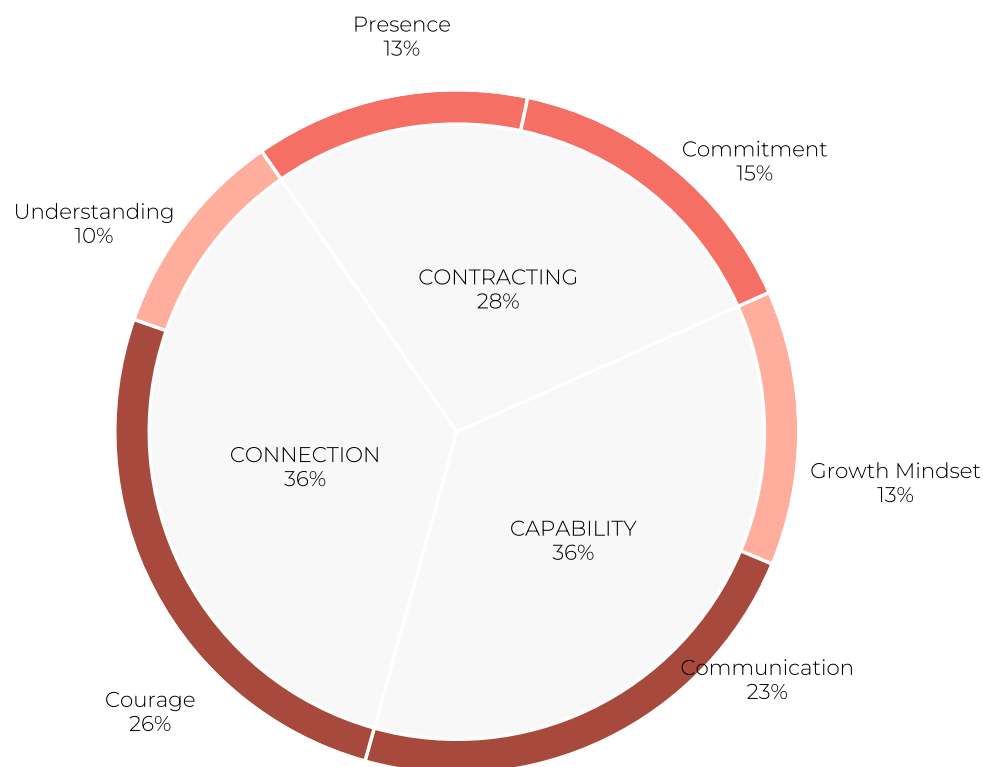


Your Profile

FACTORS IN THE
MENTORING
FRAMEWORK

There are six **Factors** underpinning the **Elements**. By understanding these, we can leverage our strengths and work to develop those **Factors** that will best support the mentoring outcomes we are seeking.

We can shape our impact as mentors by drilling down into the six mentoring **Factors**.



Courage

Sitting in the discomfort of not always having the answers can fuel connection. Your courage is an asset to help build collaboration.

Communication

You have an asset in making yourself understood to others, valuable in the process of growing knowledge.

Commitment

Doing what you say you'll do, and holding others to account, is integral to the achievement of objectives. Could you be doing more to strengthen commitment?

Presence

Your ability to engage and be focused is integral to the achievement of objectives. Could you be doing more to strengthen your ability to be present?

Growth Mindset

Believing our capabilities are not fixed will support the growth of knowledge. Consider how growing optimism can support a growth mindset.

Understanding

Be conscious of slipping into judgement, especially if you think you have the answer. Being curious helps create safety for others to be open.

Which **Factors** are most important for you to focus on to get the outcomes needed?

We want our mentoring and other 1:1 interactions to be high-impact. The Outcomes of increasing knowledge, building collaboration and achieving objectives are attainable through the Elements of *Contracting, Capability and Connection*. We balance the Element by growing the quality of the Factors.

In summary:

- We can choose to grow the quality of the **Factors** (see page 8 for a guide to shaping the Factors).
- The relative strength of the **Factors** affects the balance of the **Elements** (see page 4 for *Your Profile*).
- The balance of the **Elements** affects the **Outcomes** from your interactions (see page 5 for *Your Style*).

Consider the following questions as you reflect on your mentoring style and how you can grow your impact as a mentor:

What are your key insights?

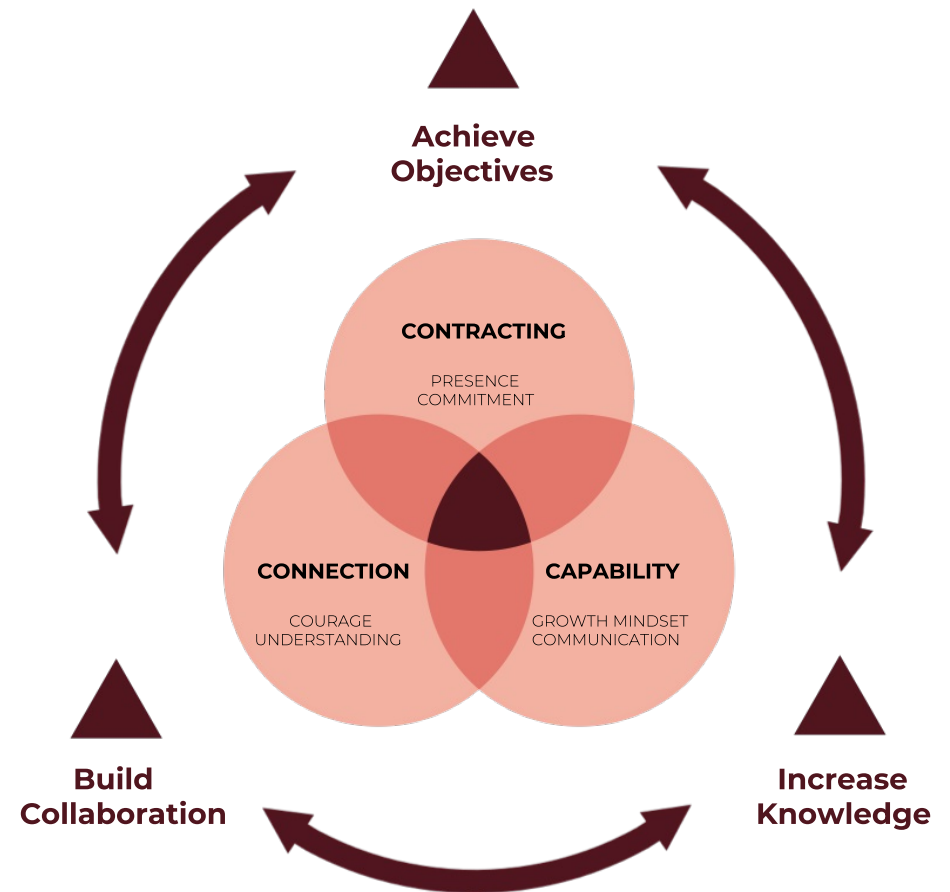
What will you do differently as a result of your insights?

Why is it important?

How could a more balanced mentoring style shape the outcomes you want to see in your mentoring?

How will you leverage your asset of courage to increase your impact as a mentor?

What opportunities are there by choosing to develop your growth mindset and understanding?



Your Action Plan

SHAPING THE FACTORS

At the heart of Leadership Shapers' high-impact mentoring framework are the six Factors.

Which Factors seem most important to you at this moment? Which Factors would you like to shape to enhance your role as a mentor? Which Factors could you leverage to maximise your impact? What's it going to take to bring more balance into your mentoring style?

Use the table below to capture the actions you'd like to set for your ongoing growth and development as a mentor.

| Factor (Element) | Consider... | Action Step |
|--------------------------------|---|-------------|
| Courage (Connection) | <ul style="list-style-type: none"> • Learning starts with not knowing • Vulnerability is not a sign of weakness • Using transparency to build trust | |
| Communication (Cabability) | <ul style="list-style-type: none"> • Listening actively (to understand) • Asking powerful questions • Choosing the right focus | |
| Commitment (Contracting) | <ul style="list-style-type: none"> • Reminding yourself why you're doing this • Setting clear goals and actions • Managing your time | |
| Presence (Contracting) | <ul style="list-style-type: none"> • Practicing mindfulness • Clearing distractions • Setting your intentions | |
| Growth Mindset (Cabability) | <ul style="list-style-type: none"> • Building optimism (celebrate the wins) • Remembering we can change our brains • Believing our talents are not fixed | |
| Understanding (Connection) | <ul style="list-style-type: none"> • Building awareness of when you're in judgement • Being curious, always! | |

MENTORING ACTIVATION PROFILE

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