

COMMUNITY OF PRACTICE FOR MENTORS

Welcome!

Welcome!

- **Check in** – contracting, round robin – name and one thing you are curious about
- **Diamond model & practice**
- **Open space for peer-to-peer support**
- **Our next CoP together**
- **Close**

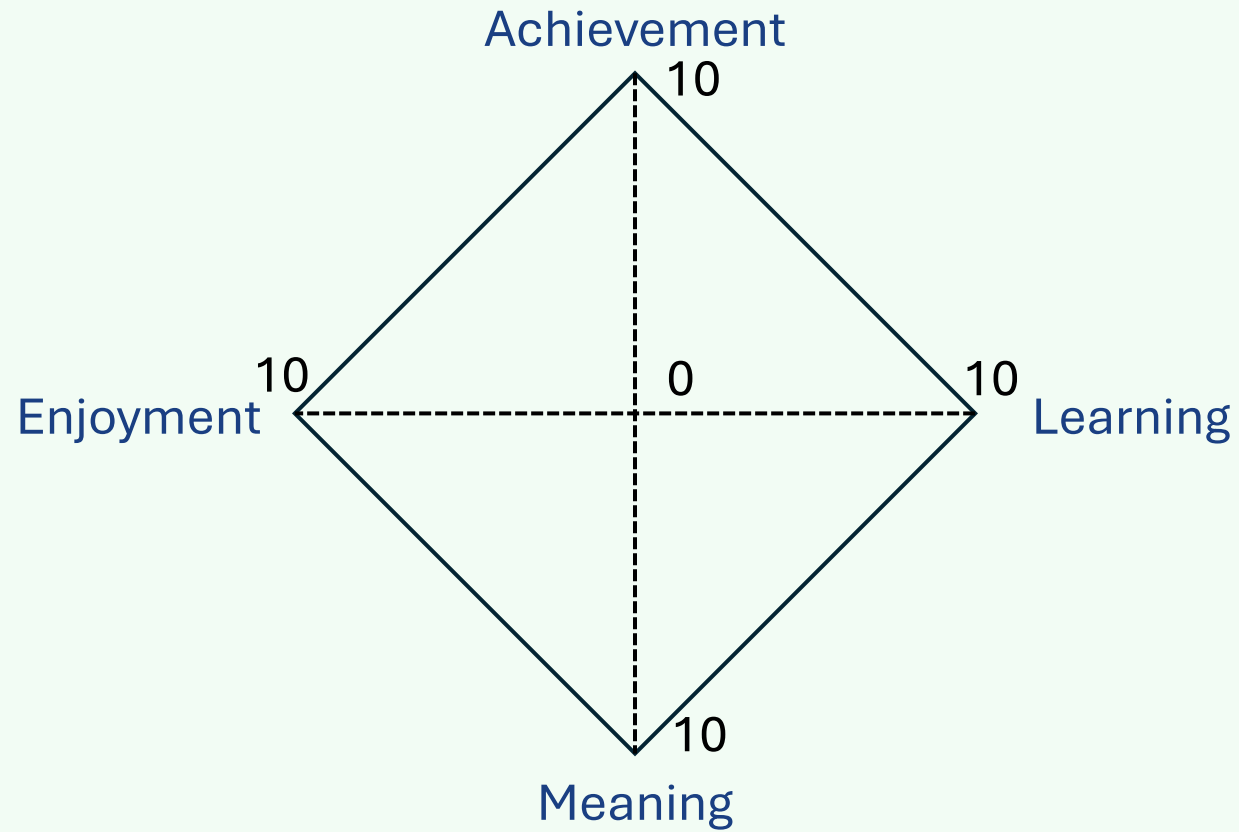
Diamond model

- **What is it?** A model to facilitate a mentoring/coaching conversation around healthy performance by exploring **learning, meaning, enjoyment** and **achievement**.
- **When to use it?** As part of an exploratory discussion around areas it may help your mentee to develop, also if your mentee is feeling a bit stuck/un-motivated.

Diamond model



Diamond model

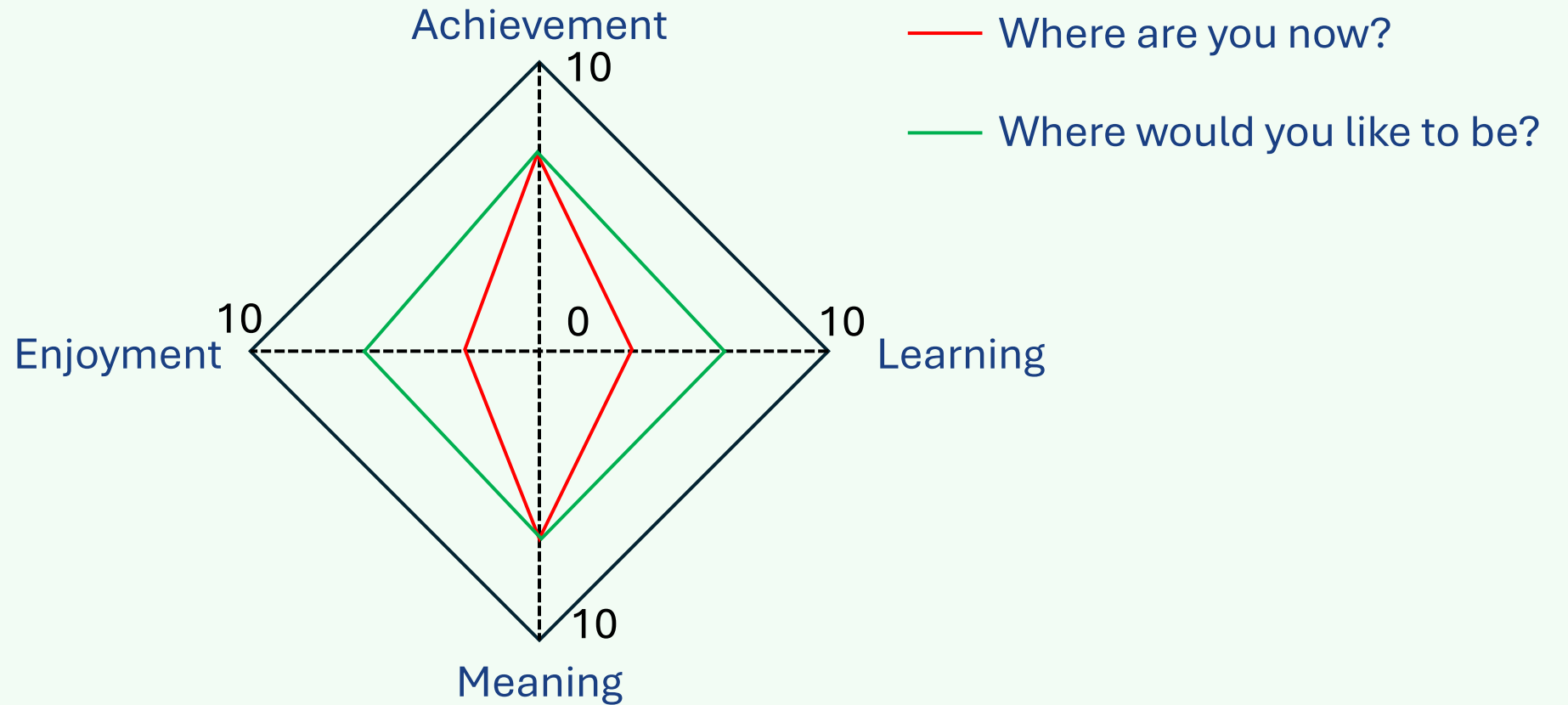


Diamond model

- What does **achievement, learning, meaning** and **enjoyment** each mean to you in your work?
- Where are you now and what has contributed to that?
 - Let mentee lead the order of the elements
 - What does the pattern mean to you, what can you see?
- Where would you like to be in six months and what are the reasons for that?
- What can you do that is within your control to move forward?
 - What is the smallest step you could make towards this

The following can be used to encourage your mentee to expand on the above questions - What else do you think, feel or want to say about that? / Tell me more about that?

Diamond model



Let's practice!

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Peer to peer support

Open space to share success stories and challenges

- We explored supporting mentees at max capacity, potentially point of burnout
- We explored our boundaries as mentors in this space including...
- ... signposting to relevant wellbeing services including [Employee Assistance Programme and Mental Health First Aiders](#)
- ... remaining in the mentoring space, not slipping into a quasi-counselling or therapeutic role
- ... focusing on objectives and actions within the mentees control and abilities
- ... looking for any quick wins/micro steps towards objectives
- ... practicing effective self-care – [a range of online training is available here](#)

Our next CoP together

- Our next CoP is online on 12th March 12:00-1:00pm, you can book on through our [mentoring webpage events calendar](#)
- We are aiming to grow our community and continue to explore more models and approaches, hope to see you there!

Thank you!



Closing thought

Reflect on how you can use the diamond model with a mentee