

# Mentor Coaching Skills

## Key Take-Aways

1. The person in front of you is on their own journey. You can't solve their problems or their challenges, in fact you don't want to. We all develop differently. Think of Sam and Frodo, you can accompany and support but you can't carry the Ring.
2. Listening with your whole being and attention is THE most powerful tool you have. Most of us are rarely listened to, and some of us have never been really heard. Seeking to truly understand the person in front of you allows them to open doors inside their own head.
3. Think big, act small. Allow the big picture to develop, but know that the brain gets easily overwhelmed. Small steps = success. One phone call might be all that gets accomplished. Set goals so small that they are easily achieved, and celebrate those small goals.
4. Create agreements rather than expectations.

## What to do in a crisis:

1. Slow Down

Take a few belly breaths, relax, stay out of the drama

2. Remember that you are not responsible for anyone else's life. Timing and circumstances are not up to you.

3. Ask open-ended questions.

Help your mentee get as clear as possible about where they are and what they want.

4. Take 10

Assist your 'mentee' in identifying one small agreement they can make. Ask what support they need in keeping that agreement and what they would like you to do if they don't keep their agreement. Ask how they would like to celebrate their success.

5. Coach thyself

Be honest about what the situation is causing in you. Get support for your own journey.

You are creating a partnership that will raise up both of you. It's a wonderful thing. Thank you!

Warmly,  
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