

Mitigating Barriers to Self-Growth through Strengthening Mentoring Skills



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Overview:

The Academy of Process Educators have been on a mission to advance the growth, especially self-growth, of its members and all those individuals the members work with students, colleagues, and community members. Over the last 3 years, impediments were discovered that illustrate why self-growth is such a difficult challenge. This workshop session will summarize accomplishments of the emerging self-growth community and advance self-growth capability by having teams of 3-4 develop a strategy that will help someone you are coaching to address one of the impediments.

Preparation:

Review the list of self-growth impediments below and select your first choice and second choice for self-growth impediment that is most characteristic of you and that you would like to explore in detail. When requested, enter the numbers associated with your two choices in the session chat.

1. Assuming Feedback is Evaluation
2. Perfectionist – Unwilling to sacrifice quality for productivity
3. Lack of Performance Criteria
4. Not wanting more out of life
5. Lack of growth and self-growth plans
6. Being comfortable about being comfortable
7. Does not know when to engage in self-assessment or reflection
8. Lack of being able to measure progress/ growth
9. Not valuing your own growth as important as others growth
10. Development and usage of growth and mentoring skills
11. Inability to be in the moment
12. One's ought self is more important than one's ideal self

Activity Start-Up:

10 Minutes – History of these impediments

- First Self-growth Institutes

- Self-growth community experiences between 1st and 2nd self-growth institutes
- Second Self-growth Institute
- Self-growth community efforts during 2020/2021
- Paper addressing these impediments.

5 minutes – selection of the teams

- List of 12 Impediments from the paper
- Roll call for team preferences
- Formation of breakout rooms

Team Activity: (40 minutes)

1. Work within you assigned team based on the preferences you typed in the chat.
2. Assign roles: (team leader, recorder, spokesperson, and strategist if you have a 4th person)
3. Clarify the impediment.
4. Clarify the purpose of the mitigation strategy.
5. Describe how to use the strategy.
6. Justify why it will work.
7. Summarize the 3 tips to make the strategy work.
8. Prepare your spokesperson to share most important discoveries in less than 1 minute.
9. Have the recorder post to the thread your work addressing the impediment.
10. Identify two additional impediments not listed in the paper.

Activity Closure:

20 minutes – the team's presentations on mitigating specific impediments.

10 minutes – insights that generalize the approaches to mitigating impediments.

5 minutes – assessing the plenary session