

Mentoring through Appreciative Inquiry

Advancing the FIELD

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You are COMPETENT in your job:

- You have the **knowledge and skills** to **DO** the job well.
- You have the **personality traits and attributes** to **behave** well on the job
- You have the **values and beliefs** to support your doing and behaving on the job
- You have the **habits** that help you in doing your job.

TEN Youth Skills Framework

Job-related Skills

- Foundational
- Functional
- Firm-specific

Behavioral Skills

- Dependability
- Adaptability
- Problem Solving
- Future Orientation
- Socio-Emotional

Mentoring Program Steps

Define Mentoring Program Goals

Select & Train Mentors

Match Mentors & Mentees

Skills Gap Analysis

Monitor & Evaluate Program



Definition of Appreciative Inquiry

- Mentoring approach that seeks to identify and foster **the best in people** and organizations.
- The art and the practice of **asking questions** that strengthen a system's (or person's) capacity to apprehend, anticipate and heighten positive potential.
- Intentional inquiry and **directed conversation** and story-telling that leads to a place of possibility.
- Based on positive psychology and the **solution focused brief therapy** (SFBT).

Behavioral Transformation 5D Cycle

