

# CPA Enabling Competencies: Self-Management Questions

Self-Management: The ability to manage one's own performance, solicit feedback from others, reflect and act upon it to improve behaviour, as well as recognize own limits and seek advice when needed.

**HOW TO ASK REALLY GOOD QUESTIONS delves deeper into the dynamics of the conversation and provide you with techniques that will help you move the conversation from social niceties to strategic conversations.**

The real value of a mentoring conversation is to help your mentee with the quality of their thinking on issues that are important to them. To do this you need to be able to bring the “story” they have to life in a way that is meaningful to both of you, and for you to ask powerful questions that stimulate this thinking and shed a different light on the issue.

You may find this content is of greatest value to you when you sense that your mentee is tackling some challenging issues or you want to focus the conversation on experiences directly related to the Enabling Competencies.

## **The mentoring model:**

### **What: A review, a re-wind, reflecting back on what has been happening**

1. Describe feedback you have received recently on an assignment/from your team colleagues/ performance

### **So What: The process of achieving insight**

1. If you were a fly on the wall and you were overhearing two of your colleagues talking about you, what would they be saying?
2. If I were to ask each of your team-mates/colleagues for one thing you could do more of or less of, what would they say?
3. If your best-friend colleague were to ask you to change one thing about your performance, what would that be?
4. How would your best-friend and worst enemy describe you?
5. What are the top 3 adjectives you would use to describe you?
6. What characteristic or behaviour habit do you have that you would like to change?

### **Now What: Mentee's commitment to new actions, new behaviour, new way of seeing, doing, being**

1. What are you taking away from our conversation today?
2. What will you do differently when faced with a similar situation the next time?