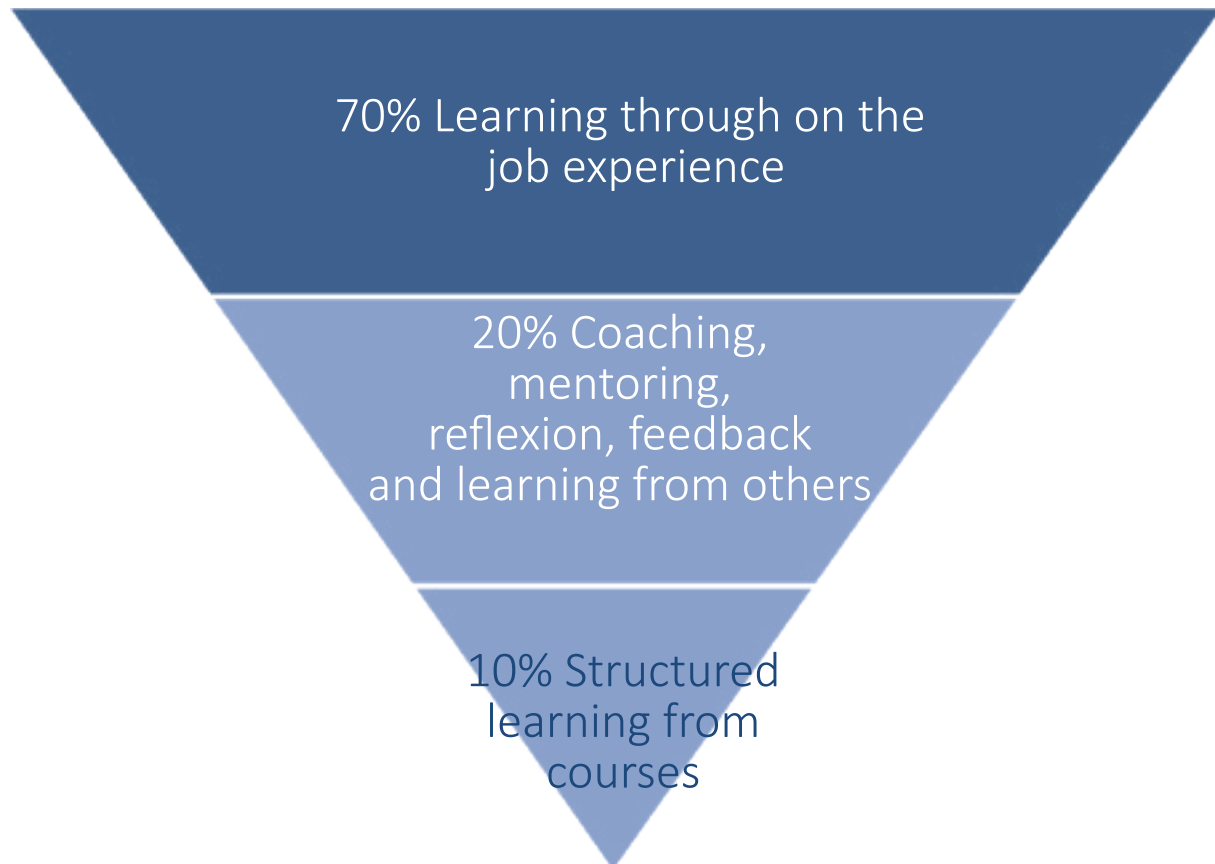


## 70-20-10 Model of Development Exercise



**Conversation topic:** Discuss how this model of learning reflects how you learned something new, or perfected a practice (choose any topic...cooking, sport, crafts)

## Getting To Know You Exercise

The purpose of this exercise is for mentoring partners to get to know each other beyond one's resume and begin to establish the trust needed to support providing feedback and guidance.

### **Step 1: Describe what is important about you from your personal background**

Here are some of the highlights of my personal life that are useful to share as these set the foundation of who I am and what is important to me.

### **Step 2: Describe what is important about you from your professional background**

Here are some of the highlights of my career life that would be useful to share as these set the foundation of how I approach decision making in my work life.

### **Step 3: Describe how you have learned from mentors/guides/advisors**

Over the years, there have been people who have made a difference to me (mentors, guides, role models). These are some of the things they did, how they did it and how it influenced me.

### **Step 4: Describe what you hope to learn from being in a mentoring relationship**

Given all the above, what I would like to get out of a mentoring relationship is/are:  
(What I would like to learn and what I have to offer)

# Value Exploration Exercise

Instructions:

1. Review the list of values and the definition provided
2. Select those values that are important to you and adjust the definition to suit its real meaning to you
3. Have a discussion with your mentoring partner:
  - This value is important to me because...
  - What I do that demonstrates how I live this value...

	Value	Definition
	Consideration	Sensitive to the needs of others
	Identification	Sense of belonging to a group, service community
	Tolerance	Accepting others as they are
	Academic standing	High regard for scholastic and professional designations
	Integrity	Honesty and standing up for one’s own belief
	Financial independence	Being informed about business conditions; being free to choose in financial/lifestyle
	Risk	Being able to take risks
	Routine	Having a clear idea of what is required every day
	Variety	Having something different to do every day
	Power	Having influence over one’s own future
	Logic	Rational, orderly objective
	Sociability	Social interaction & companionship
	Self-respect	Liking who you are
	Health	Being healthy and leading a healthful lifestyle
	Life-style	Making choices that are meaningful to you; balance
	Recognition	Receiving recognition for accomplishments
	Competition	Having the opportunity to compete
	Achievement	Setting and achieving goals
	Adventure	Trying and doing things differently
	Personal development	Being the best you can be
	Creativity	Thinking and acting creatively, trying new ideas
	Independence	Freedom to make decisions
	Trust	Believing in and supporting a relationship
	Accountability	Being responsible for one’s own behaviour
	Others:	

## Life-line Exercise

The life-line exercise is an easy to use, career and life assessment process that is focused on the learning gained from the high-points and low-points over the span of a life.

This tool facilitate early relationship building by bring forward several of the mentor's/mentee's most significant life events in a structured format.

The sharing of stories supports moving the mentoring relationship beyond the more social aspects to one that is deeper and development focused.

### **Instructions:**

1. Take a blank page and draw a line across it - this represents your life from past, to present, and future
2. Divide the life-line so that it represents your life from an early age to present day. Using words, symbols, or drawings, sketch your journey on the line
3. In the space below the line, note significant life events that influenced you the most, as well as milestones and transition points (positive and negative) along the way. Pay attention to events that had an impact on
4. your development. Do not feel the need to stick to work-related events or those that have to do with mentoring.
5. Now, expand more on the notes you have just made regarding the lifeline:
  - a. Identify those opportunities that made a difference and helped you grow and develop
  - b. Identify the obstacles that go in the way of your progress
  - c. Note the "unexpected delights" - events and experiences that were not planned
6. Discuss with your mentoring partner:
  - a. What were the key learnings and changes to your thinking/behaving along your life?
  - b. What discoveries do you have about your core strengths?
  - c. What are your personal learning priorities?
  - d. What new learning emerges for you as you complete this exercise?

## Exploring Enabling Competencies Exercise

**Enabling Competency List:**

- Professional and Ethical Behaviour
- Problem-Solving and Decision Making
- Communication (both written and oral)
- Self-Management
- Teamwork and Leadership

1. Where and how have I demonstrated elements of the selected enabling competency?
2. How would I have described the proficiency I had in the selected competency, in the early phase of my career? Where am I now in the development of this competency?
3. How did I built that competency over time?
4. What were some of the things I did/experiences I had, that contributed the most to my own development?
5. What am I doing today that continue to build my own competencies?
6. What kinds of learning processes or activities would contribute most to the development of my mentee's competencies today?