

CPA Feedback as a Self-Reflection Learning Process – for Mentors

Mentoring is about getting USEFUL feedback that helps us make better decisions. For mentors to develop and improve their practices, self-reflection is an important ongoing process.

Let's consider the reflective feedback mentors do for themselves:

Before each meeting think about:

- What happened to me since my last meeting?
- Is there anything I have done differently?
- How have I changed?
- What issues have I resolved and what is new?
- What thinking have I already done on the issue my mentee has brought forward?
- How can I help my mentee on this issue?
- What information can I gather in advance?
- What can we be discussing in our next meeting?

During the meeting think about:

- Am I being open with my mentee?
- Am I listening for underlying issues? Or staying focused on the presenting behaviours?
- Am I providing valuable feedback?
- Am I helping my mentee understand the issue well enough for them to effectively identify a pathway forward?

After the meeting think about:

- What did I learn?
- Was I sufficiently open and honest?
- Is there anything I could have done that would have helped me get more out of our conversation?
- Did I contribute to my mentee's learning?
- What can I do more of, less of, or differently in our next meeting?
- Am I looking forward to our next meeting?