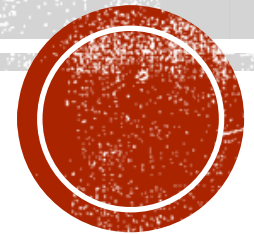


YOUTH MENTORING



MENTORING

“Mentoring is a relationship where a mentor, through support, counsel, friendship, reinforcement, and constructive example, helps another person (usually a young person) reach their work and life goals.” (Peace Corps, 2017, p. 8).

“Youth mentoring is a process in which someone with more experience helps a young person develop their goals and skills through a series of one-on-one conversations and learning activities.” (Peace Corps, 2017, p. 8).



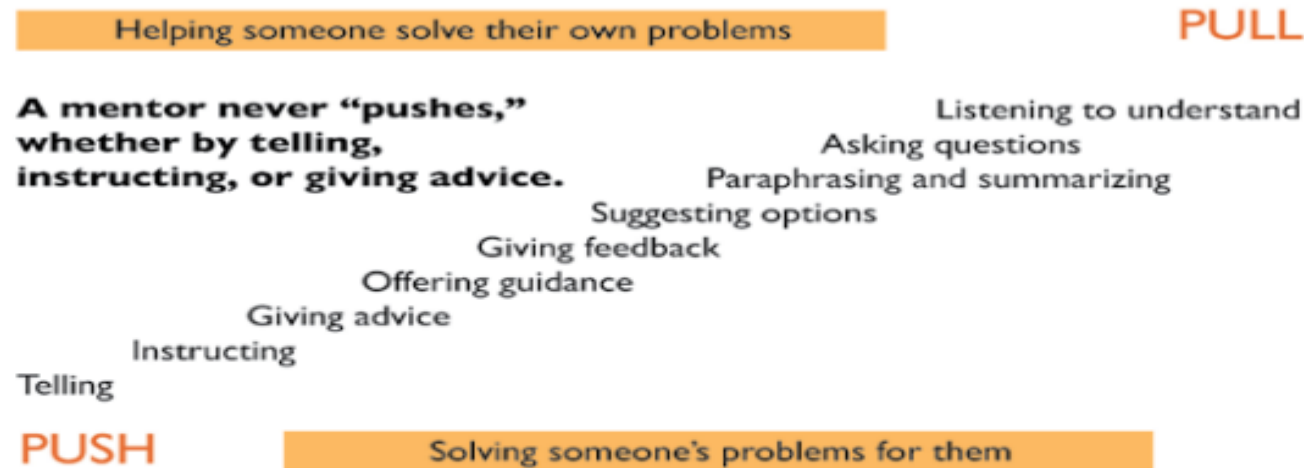
MENTORING (QUALITIES)

- Mutuality
- Respect
- Responsiveness
- Accountability



MENTORING

Figure 1: Mentors “pull,” they don’t “push”



Source: Adapted from Get Mentoring. “An Introduction to Enterprise Mentoring: A Pocketbook for Mentees.” 2011. <http://getmentoring.org/wp-content/uploads/downloads/2012/06/A6-Mentee-pocketbook1.pdf>



MENTORING (AREAS)

- Education
- Career
- Mental health and well-being
- Health-related behaviours



MENTORING (SKILLS)



MENTORING (SKILLS — ACTIVE LISTENING)

- Attitude of empathic understanding

“Listening beyond oneself brings the discovery of wisdom in others. Here is a third mindset: that other people have much to teach us, especially those who are different from us in important ways. Empathic understanding involves respecting and valuing differences and learning from them.” (Miller, 2018, p. 13). *Listening Well: The Art of Empathic Understanding*





The biggest
communication problem
is we do not listen to
understand.
We listen to reply.



COMMUNICATION SKILLS

- “I” statements
- Clarity
- Honesty (e.g. true, kind and necessary)
- Positive body language
- Be aware of your audience
- Ask for feedback

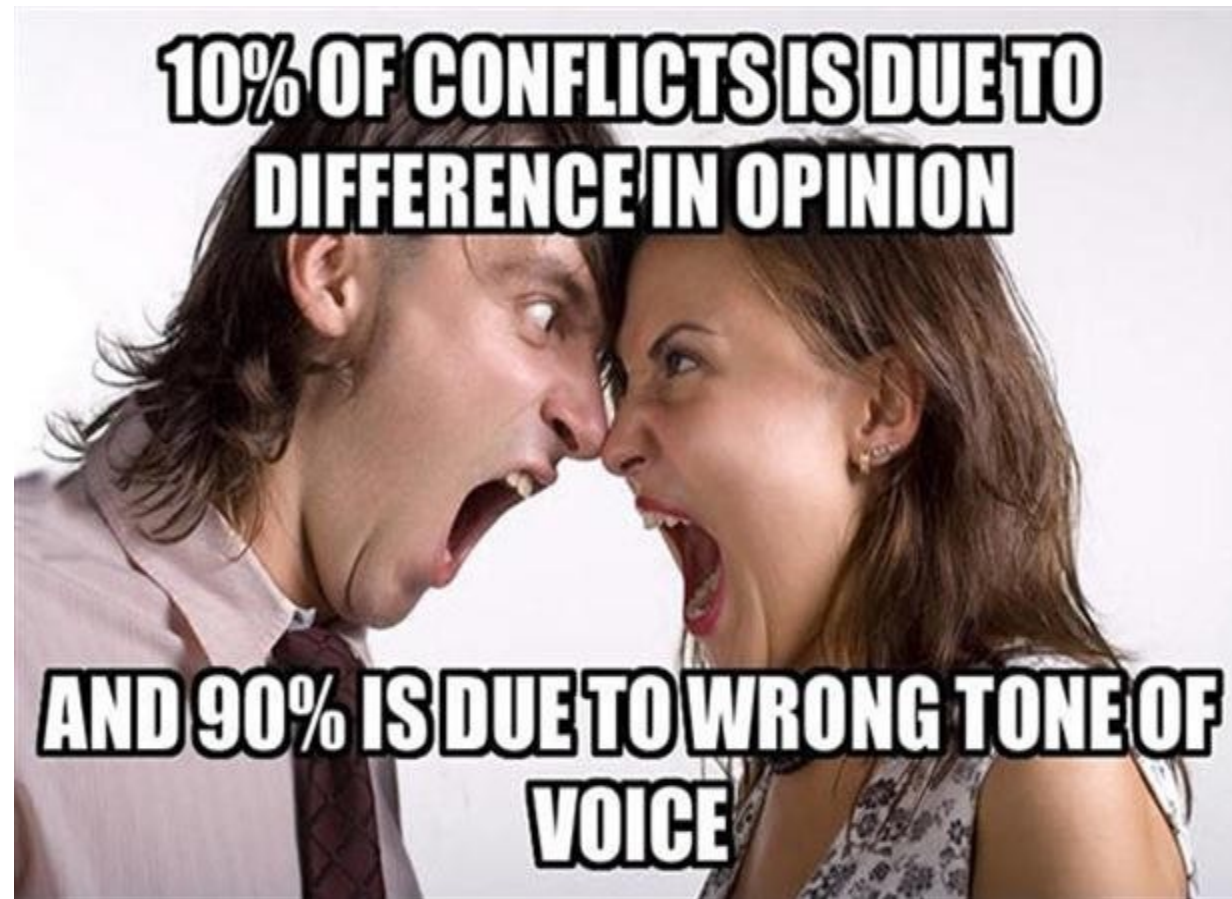


COMMUNICATION SKILLS



- Be attentive
- Active listening (A good listener is able to make good questions)
- Positive body language shows empathy





STYLE OF COMMUNICATION THAT IS:

- Non-confrontational
- Non-judgmental
- Collaborative
- Practitioner is the inquisitive learner/curious listener
- Client/service user is the expert
- Spirit of MI – a way of being with a client.



WHY REFLECTIVE LISTENING?

Demonstrates you are listening

Conversation not an interrogation

Encourages rather than demands a response

Promotes less defensiveness



MI SKILLS- OARS

Open ended questions

Affirmations

Reflecting

Summarizing



OARS

O – Open questions – can't be answered with yes or no/short answer

A – encourage, support, reinforce

R – Reflective listening – repeat what client says or guess at meaning to deepen understanding of client's perspective

S – Summarising – intermittently sum up what you believe has been said/make links with previous information



CONVERTING CLOSED QUESTIONS

Do you get on well with your family?

How much do you drink?

Did you have a good day in school?

Have you been out with the children this week?

Have you been using drugs this week?



CORE REFLECTIVE LISTENING

- Repeat – direct re-statement of what the person said (statement not a question)
- Rephrase – saying the same thing in slightly different words (statement not a question)
- Paraphrase – making a guess about meaning or feeling; might add something that was not said directly (not a question)
- Double-sided reflection – reflect both sides of ambivalence
- Amplified reflection – over statement



EXAMPLE OF REFLECTIVE LISTENING

“I’ve been trying hard to cut down on my alcohol use. I can’t carry on like this! But I don’t know how I’m going to cope without it...”

Repeat: “You’ve been trying hard to cut down”

Rephrase: “You’re trying to reduce how much you drink”

Paraphrase: “It’s really important to you that you do something about your drinking”

Double-sided reflection: “On the one hand you know this is going to be difficult for you and on the other hand you recognize that you don’t want to carry on drinking in this way”



PRACTICE FORMING 'SIMPLE' REFLECTIONS

“I’ve been thinking about going back to school for a while now”

“I'm not sure what to do”

“If I carry on drinking like this I’m worried I could lose everything”



PRACTICE

Ex. 1:

Speaker: “Something you should know about me is that I am _____”.

Listener: You will offer reflections instead of questions.

Ex 2.

- A. Explain how you became interested and involved in the work that you are doing now.
- B. Talk about a favorite person who had a particularly important impact on your life. What was that person like, and what positive effect(s) did she or he have on you?

