

ECAS7012

Introductory Lecture: Mentoring, Supporting, and Leadership Skills

Building foundations for effective guidance and team development



Welcome and Objectives

Module Introduction

This module introduces and develops a range of mentoring, supporting, and leadership skills within applied psychology contexts.

Learning Objectives

During this lecture you will understand the module scope, relevance of skills, and ethical frameworks in practice. You will also be introduced to the module assessments.

Personal Reflection

The module encourages learners to reflect on personal development needs and career aspirations.

Active Engagement

It will focus on practical application and active participation rather than passive learning – the more you put into it, the more you will get out of it!



Scope and relevance of skills developed through this module

Mentoring and Leadership Impact

Mentoring and leadership skills improve team dynamics, resilience, and support professional growth.

Psychological Principles

Empathy, active listening, and motivation are core psychological principles in mentoring and leadership.

Real-World Applications

These skills apply in clinical supervision, organisational leadership, and educational mentoring contexts.

Linking Theory to Practice

Understanding mentoring and leadership as psychological support, essential for diverse professional success.

Core Topics and Theoretical Foundations

Key Skills and Models

Relational Skills Model
(Midwinter & Dickson, 2012)

Person-centred model (Rogers, 1957)

Three-stage skills model (Egan, 2002) inc. SOLER skills

Motivational Interviewing (Miller & Rollnick, 2013)

PERMA model (Seligman, 2002)

Coaching and Mentoring Models

Introduces coaching theories like the GROW model and transformational leadership frameworks for structured guidance.

Communication Skills

Focuses on active listening, empathy, and persuasion as essential mentoring relationship skills.

Influencing and Motivation

Discusses influencing skills and motivational interviewing to facilitate behavioural change and engagement.

Leadership Styles and Well-being

Explores transactional and transformational leadership styles alongside positive psychology principles like the PERMA model.

Ethics, Boundaries, and Professional Standards



Safeguarding and Ethical Practice

Importance of Safeguarding

Safeguarding ensures the protection and well-being of individuals under mentorship or leadership.

Adherence to Professional Codes

Following guidelines from BPS and HCPC promotes ethical behaviour and professional integrity in psychology.

Managing Ethical Dilemmas

Recognising and addressing dual relationships and confidentiality breaches ensures ethical decision-making.

Signposting and Referrals

Understanding when to refer individuals helps maintain professional boundaries and access to appropriate resources.

Self-Assessment and Development Tools

Reflective Practice and Growth

Importance of Reflective Practice

Reflective practice helps individuals assess strengths and identify areas for improvement to enhance skills effectively.

Personal Development Plans

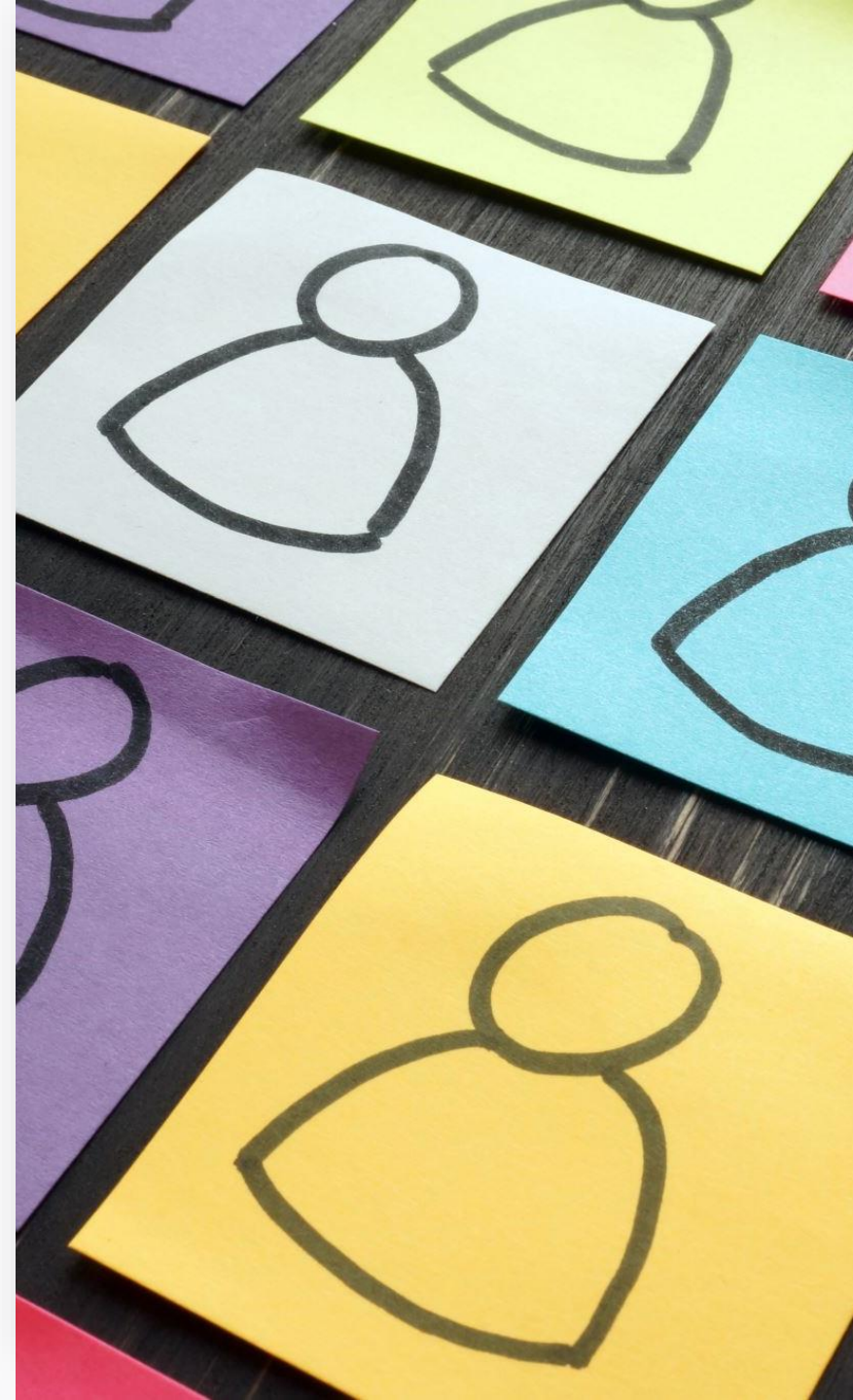
Frameworks for creating Personal Development Plans guide students to set actionable and relevant growth goals.

Techniques for Continuous Growth

Journaling, feedback analysis, and competency mapping are techniques fostering ongoing personal and professional development.

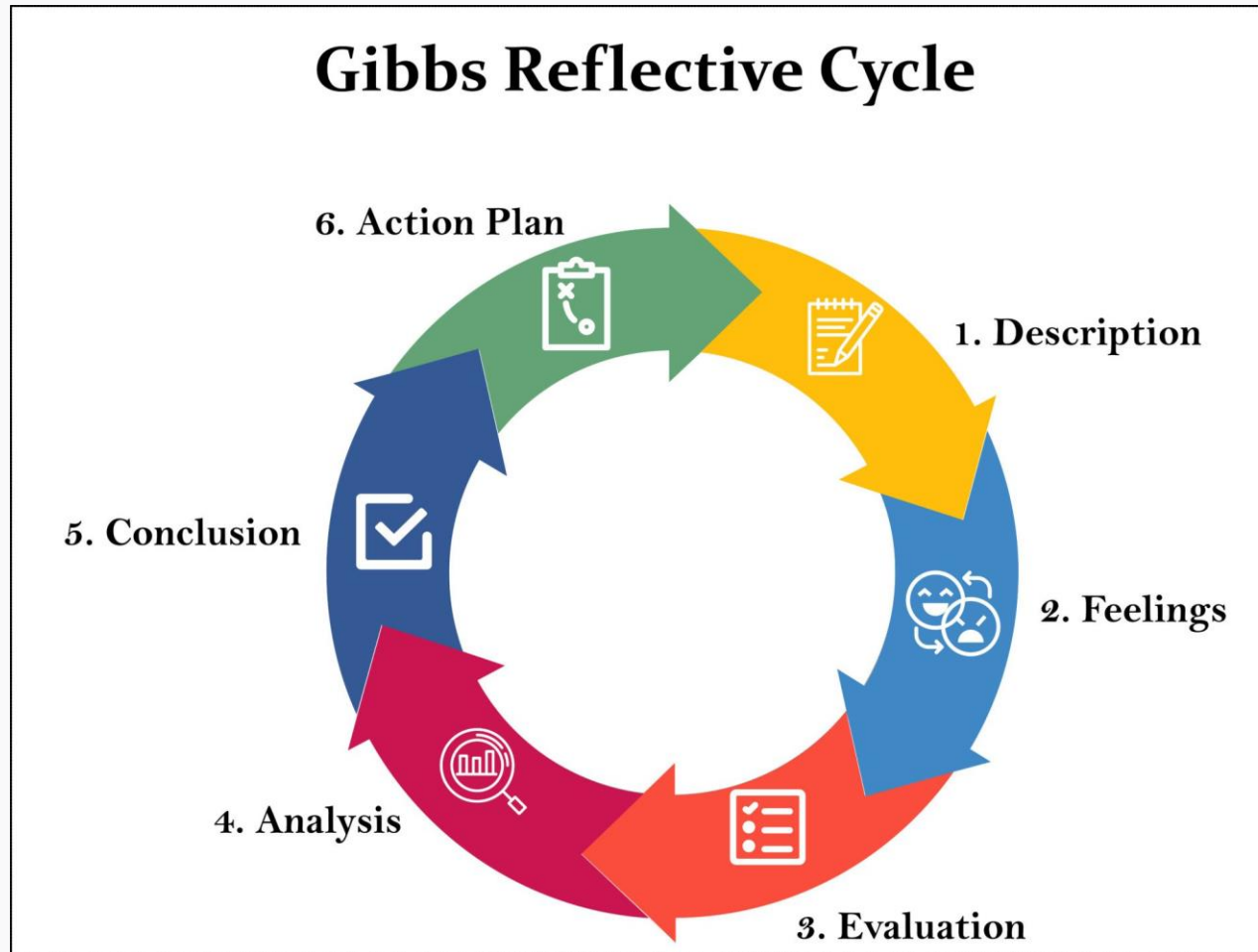
Aligning Growth with Career Goals

Aligning development objectives with career aspirations ensures skills learned are impactful and relevant.



Gibbs Reflective Framework

Gibbs Reflective Cycle



Interactive Discussion

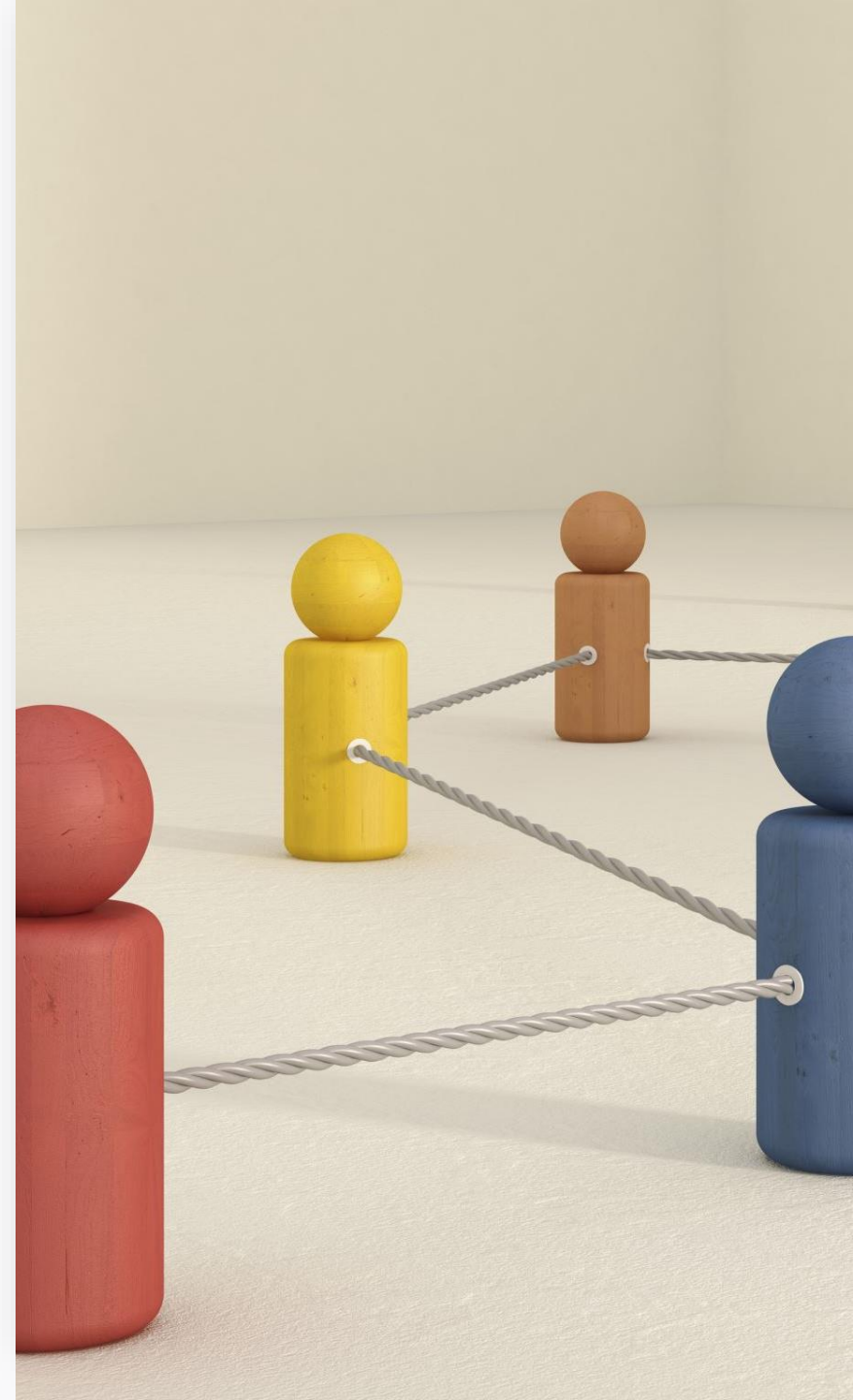
Interactive Discussion Activity

Pair up and discuss your experiences of effective mentoring and leadership...

- what made it effective?
- how did it differ to poor or ineffective experiences?

Individually

Reflect on your own skills in this area and your development needs...



Module Assessment

Assessment One	Practical skills assessment 1	10 mins	20%
Assessment Two	Practical skills assessment 2	20 mins	40%
Assessment Three	Written Assignment (PDP and reflective piece)	3,000 words	40%



Closing and Reflection

Summary and Next Steps

Key Takeaways Summary

The session highlights mentoring, support, leadership, and ethics as crucial skills in applied psychology.

Personal Development Planning

You are encouraged to draft an ongoing Personal Development Plan focusing on skill improvement and reflection

Continuous Learning and Growth

The module reinforces the importance of continuous learning and professional growth as essential for success in this module. Engagement with readings and theory is key to this!



Preparation for next week:

- Explore the SOLER model of active listening:
- [Mastering Active Listening in Counselling: Gerard Egan's SOLER Model • Counselling Tutor](#)
- Explore the concept of “embedded counselling skills” and how this may relate to your current or future career goals.

