1. Practice Session objective:

| Use targeted questions to help mentees to refine their thoughts and define their questions | Practice in pairs – one person shares something they would like advice about and the other person uses questions to help refine questions, goals, or directions; switch |

A. 10 min - Participant A (Mentor) asks Participant B (Mentee) about her/his questions, issues, plans, mission goals, plans
B. 10 min - Participant B (Mentor) asks Participant A (Mentee) about her/his questions, issues, plans, mission goals, plans

Professional Mission Statement: *What you want to be the defining, most notable accomplishment of your professional career*

**Vision:** Children with sickle cell disease will have better clinical outcomes as a result of better patient/parent education.

**Professional Mission Statement:** To become an expert in incorporating patient/parent education in improving the care of children with sickle cell disease.

Coaching Skills – Questioning *(From the Weatherhead Coaching for Intentional Development Course, CWRU, 2017)*

Use open vs. closed questions

- Open-ended questions elicit many possible answers
- Closed questions limit dialogue and often lead to “yes” or “no answers

Don’t stack questions

- When one question is asked in rapid succession of another...Can shut down thinking and dialogue

Avoid “why” questions

- Puts people on the defensive...tip: replace with “what” or “how”

Suspend your judgement

- Ask from a place of curiosity, not evaluation

Questions to Tap Into Ideal Self

- What would you do if time and money were not a factor?
- What is your vision of your future?
- What do you wish your professional life to be in 5 & 10 years?
- What is your professional passion?
- What do you wish your professional legacy to be?
- What are your top strengths?
- What are your core values and beliefs?
- What professional goals did you accomplish last year?
- What process did you use to reach your goals?
- What professional goals do you have for the upcoming year?
- What could hinder you from reaching your professional goals?
- Which of your core values does this goal express?
- Is this goal pulling you forward or are you struggling to reach it?
- Is this goal giving you energy or draining your energy?
- Will this goal move you forward in meeting your professional dreams in 5 & 10 years?
- What’s the first step you need to take to reach your goal?
10 min – Group Discussion

2. Small Group Discussions objective:

| Help mentees to Identify resources, experts, and opportunities | Small group facilitated discussion with large group share out using same case topics from earlier |

A. 10 min – Small Group Discussion
Return to the same case that you discussed previously. Discuss your role as a mentor for the individual in the case. What questions would you propose to help guide the faculty member? How might you suggest that s/he investigate opportunities? How might you help the faculty member make a specific plan?

B. 10 min – Large Group Sharing