

Module:

MENTORING IN CCI SECTOR

Unit 4: MENTOR IN MUSIC

Partner name: ARTeria – www.fundacja-arteria.org

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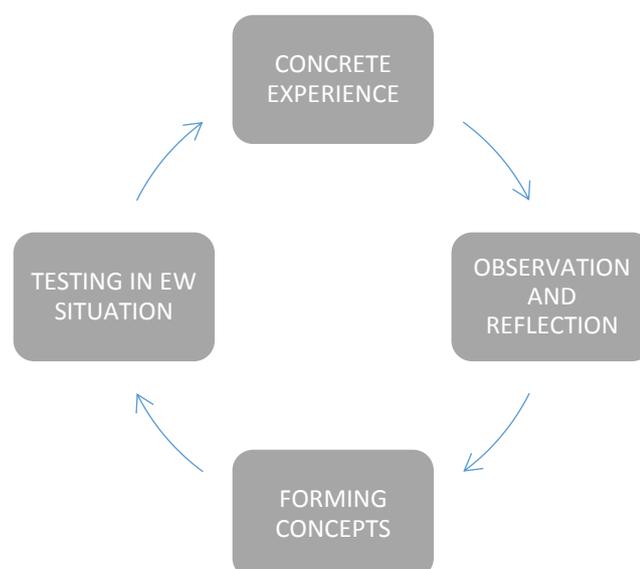
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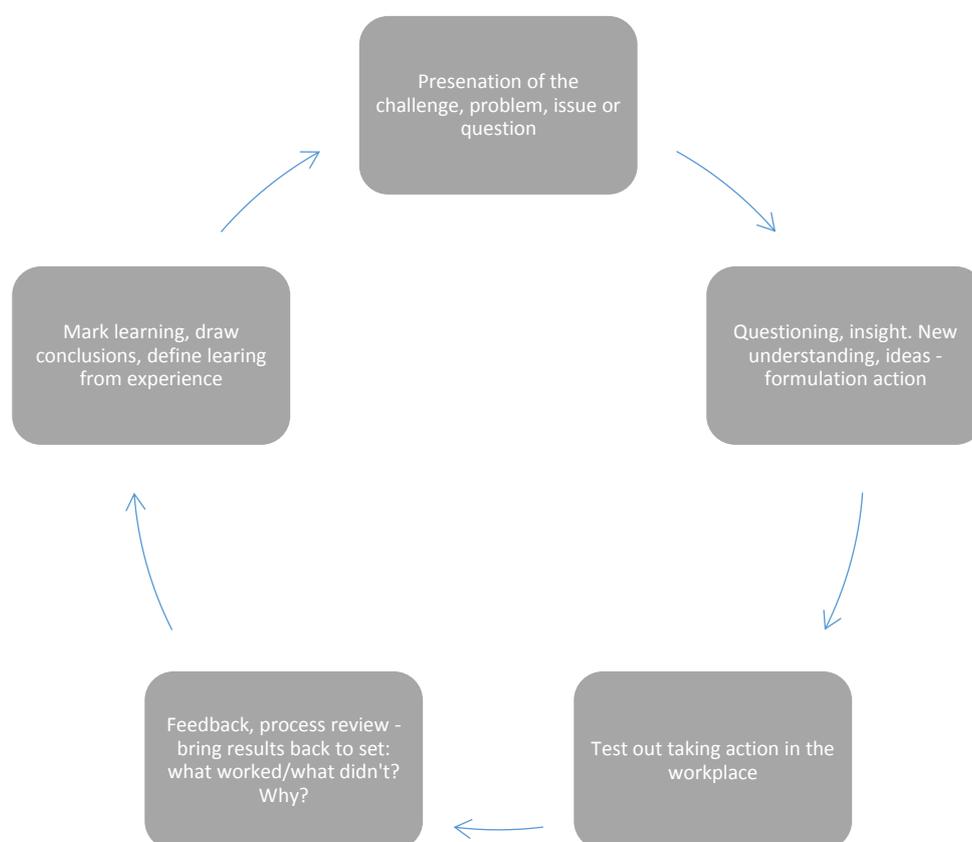
Mentoring process – action learning, questioning

The mentoring process in music is learner led and learner focused - the concept is built on the process of learning as a journey which requires that the individual can be helped to reveal what they need to know, that some knowledge is already within and needs to be brought out, and that shared knowledge and learning from others can be valuable.

MENTORING PROCESS:



It's based on **action learning** processes - the focus is very much on **questioning** to reveal insights (whether this is through individual meetings, group discussions, completion of exercises and/or guided questioning from the other). The questioning is about discovery; about trying to understand more fully any underlying issues that would be fruitful to explore further.



The focus is on questioning rather than advice giving. When completing exercises regarding self-development or self-reflection, participants are encouraged to question their responses and to support other group members in questioning why they responded to an exercise in a certain way. This process strengthens the development of self-reflection. The types of questioning are very important, some examples:



EXPLORATION:

- What is the situation?
- What are we talking about?
- What do you want to focus on?
- What matters to you?
- What result do you want?
- How can we help you?
- What do you want from this session?

DIAGNOSIS:

- What events led to this situation?
- What did you mean by...?
- How can you be more specific about...?
- What is your biggest difficulty or problem?
- What is working for you in this situation?
- What impact is this having on you?
- What happens if you don't...?
- It is noticeable that your voice changes / you look uncomfortable etc when you talk about that – what are you trying to express?
- What do you yourself see as the possible causes?

ALTERNATIVES and CONSEQUENCES:

- What do you want to achieve?
- What is the dream?
- What has worked in the past?
- What would make the biggest difference here?
- What could you do to change / achieve / influence x?
- What might be the consequences of x?
- What are the benefits of x?
- What are the other options or choices?



GENERAL:

- Can you stay with that point
- Can you tell us more
- Do you want to take that further
- Have you an example of that
- On a scale of 1 to 10...
- Is there a question that we haven't asked that you would like us to?

ACTION:

- What are you going to do?
- What is the first step?
- How / where / when will you do that?
- Where might you find some support?
- How committed are you to this action (on a scale of 1 to 10)?