

The Seven Layers of Mentoring

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Current Reading:

Time to Think by Nancy Kline

Greatest Challenge:

Completing the most ambitious study of mentoring to date—a longitudinal assessment of mentor and mentee interactions, expectations, behaviours and outcomes.

Most Influential Mentor:

My very first—a teacher of English who opened my eyes to a much wider scope of learning

TV Favorites:

I love the witty scripts of *Yes Minister*

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Bottom Line:

Dialogue in mentoring and in related disciplines such as coaching can be regarded as having seven layers of increasing depth and impact. This short paper provides some guidelines on how to develop the skills of dialogue at each level.

Mentors and their partners are typically enthusiastic and eager to initiate conversations that will be productive. But in some cases their expectations may not take into account the stages required to achieve the depth of discussion they are seeking. In addition, the participants in the discussion may be disappointed that their dialogue is not having the immediate impact they had expected.

We have discovered from our research that effective mentoring conversations consist of several layers or steps. In order for mentoring to have the highest impact, the mentoring conversation must pass through several layers of dialogue (Diagram 1). Each of these layers contributes to an increasing level of trust and an increasing ability to engage in deeper conversation. A skilled mentor can identify what a client or partner can currently manage as a level of dialogue, and then create prompts such as questions or activities that can assist a client or partner to maximize the value at each level and then move towards even greater depth.

We have identified seven levels or layers of dialogue and each layer has its own focus area as well as activities

to ensure that the partner's needs are being met. The seven dialogue layers include social, technical, tactical, strategic, self-insight, behaviour change, and integrative. In this article we briefly describe the purpose of each layer and provide concrete ideas about how to engage in dialogue at each level.

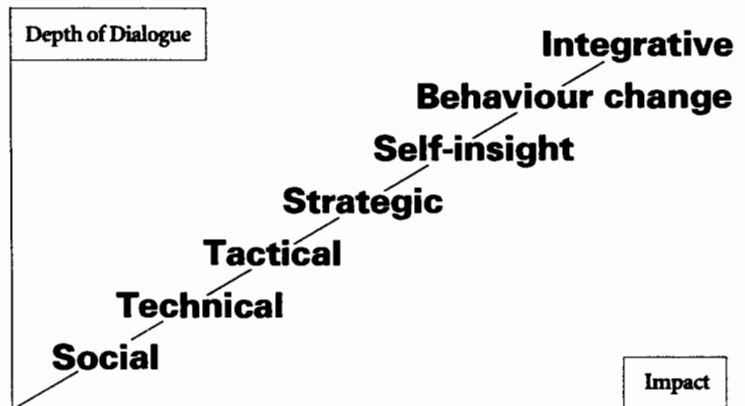


Diagram 1: The Seven Layers of Mentoring

Social Dialogue

Social dialogue is about developing friendship and providing support/encouragement. Here are four ways to develop social dialogue:

- Demonstrate interest in the other person, in learning about them
- Actively seek points of common interest
- Accept the other person for who they are—virtues and faults, strengths and weaknesses
- Be open in talking about your own interests and concerns

Technical Dialogue

Technical dialogue meets the mentee's needs for learning about work processes, policies and systems. Here are five ways to develop technical dialogue:

- Clarify the task and the learner's current level of knowledge
- Be available when needed (just in time advice is always best)
- Be precise
- Explain the how as well as the why
- Check understanding

Tactical Dialogue

Tactical dialogue helps the mentee work out practical ways of dealing with issues in their work or personal life (for example, managing time or dealing with a difficult colleague). Tactical dialogue can be developed in the following six ways:

- Clarify the situation (what do and don't we know?)
- Clarify the desired and undesirable outcomes
- Identify barriers and drivers/ potential sources of help
- Establish fall-back positions
- Provide a sounding board
- Be clear about the first and subsequent steps (develop a plan, with timeline and milestones)

Strategic Dialogue

Strategic dialogue takes the broader perspective, helping the mentee to put problems, opportunities and ambitions into context (e.g. putting together a career development plan) and vision what they want to achieve through the relationship and through their own endeavours. As in tactical dialogue the mentor can use the following five ways to manage the strategic dialogue:

- Clarify the broader context (e.g. who are the other players in this issue?)
- Assess strengths, weaknesses, opportunities and threats
- Explore a variety of scenarios ("what would happen if..?")
- Link decisions and plans closely to long-term goals and fundamental values
- Consider radical alternatives that might change the game (e.g. could you achieve faster career growth by taking a sideways move into a completely different function?)

Dialogue for Self-Insight

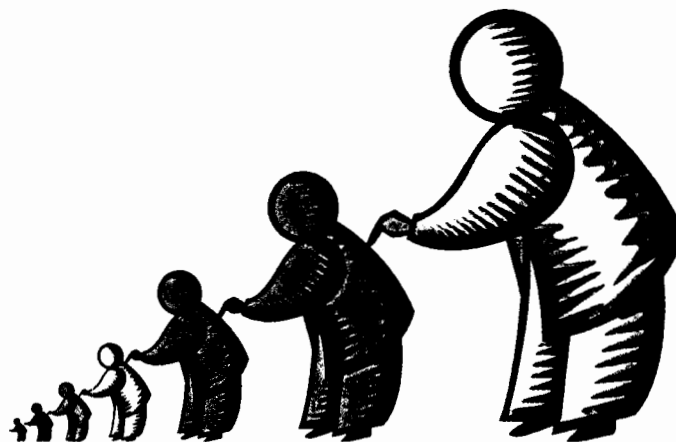
Dialogue for self-insight enables the mentee to understand their own drives, ambitions, fears and thinking patterns. Nine ways to develop dialogue for self-insight include:

- Ensure the mentee is willing to be open and honest with himself/herself
- The mentor merely opens doors—it is the mentee's journey of discovery
- Give time and space for them to think through and come to terms with each item of self-knowledge
- Be aware of and follow up vague statements or descriptions—help the mentee be rigorous in their analysis
- Explore the reasons behind statements—wherever possible, help the mentee establish the link between what they say/do and their underlying values/needs
- Introduce tools for self-discovery—for example, self-diagnostics on learning styles, communication styles, emotional intelligence or personality type
- Challenge constructively ("Help me to understand how/why...")
- Give feedback from your own impressions, where it will help the mentee reflect on how they are seen by others
- Helping the mentee interpret and internalize feedback from other people (e.g. 360 appraisal)

Behavioural Change Dialogue

Dialogue for behavioural change allows the mentee to meld insight, strategy and tactics into a coherent program of personal adaptation. Behavioural change can be achieved by combining the nine skills of self-insight dialogue with the following five skills:

- Help the mentee to envision outcomes—both intellectually and emotionally
- Clarify and reinforce why the change is important to the mentee and to other stakeholders
- Establish how the mentee will know they are making progress
- Assess commitment to change (and if appropriate, be the person to whom the mentee makes the commitment)
- Encourage, support and express belief in their ability to achieve what they have committed to



Integrative Dialogue

Integrative dialogue helps the mentee develop a clearer sense of who they are, what they contribute, and how they fit in. It enables the mentee to gain a clearer sense of self and the world around them, to develop greater balance in his or her life, and to resolve inner conflict. It explores personal meaning and a holistic approach to living.

More than any other form of dialogue, this is usefully characterised as a dance, in which both partners take the lead in turns, often exchanging rapidly. It involves:

- Exploring multiple, often radically different perspectives
- Shifting frequently from the big picture to the immediate issue and back again
- Asking and answering both profound and naïve questions (often it is difficult to distinguish between them!)
- Encouraging the mentee to build a broader and more complex picture of himself or herself, through word, picture and analogy
- Helping them write their story—past, present and future
- Analyzing issues together to identify common strands and connections
- Identifying anomalies between values—what is important to the mentee and how the mentee behaves
- Making choices about what to hang on to and what to let go of
- Helping the mentee develop an understanding of and make use of inner restlessness, and/or helping them become more content with who and what they are

While these are not seven steps to mentoring heaven, they do represent increasing depth of reflection on the part of the mentee and a corresponding need for skills on the part of the mentor. A single mentoring session might delve into several layers. In general, establishing dialogue at the social level assists dialogue at the technical level; technical dialogue can evolve into strategic—and so on up the ladder.

The most effective mentors and coaches invest considerable time and effort in building their repertoire of skills, so they can both recognize the appropriate level of dialogue to apply at a particular point, and engage the mentee appropriately. Very often, the mentee has little or no experience of operating at the deeper levels of dialogue and the mentor has to work with them to establish successive layers of competence, one by

one. In some cases—for example, alienated teenage criminals with poor education and low self-esteem—even social dialogue is a struggle. It may take many sessions of building trust and practicing dialogue, before the mentor can even begin to explore deeper issues with the mentee. This is one argument

for extending the length of such relationships, so that there is time to build the mentee's skills of dialogue. It also suggests that providing additional help, through discussion groups where mentees can learn the basic skills of dialogue in a more structured formal manner, should be an element of mentoring programs for such groups.

As structured mentoring matures as a helping discipline, it is important that the emphasis shifts from how we put people

“It is a rare and a high privilege to be in a position to help people understand the difference that they can make not only in their own lives but in the lives of others by simply giving of themselves.”

Helen Boosalis



together to how we improve the quality and impact of the dialogue in which they engage. The concept of the seven layers has proven very helpful in directing attention to developing the necessary skills amongst professional mentors; it should also have considerable relevance for mentoring within organizations.

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The European Mentoring & Coaching Council—Research & Membership:
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Two Kinds of Mentoring Conversations—An article by Barry Sweeny,
Executive Director of the International Mentoring Association:
www.mentoring-association.org/2MTypes.html