Protocol: Practice Pre-observation Conversations

Time: Total Time approximately 25-30 minutes
     8 - 10 min. per round
     5 min. conversation, 5 min. debrief of the conversation

Breakouts: Groups of 3 or 2, depending on the size of the group.

Directions for Breakout Participants:

1. Select someone to be the Observer, the Mentor, and the Mentee

2. Mentor and mentee engage in conversation to set up first or follow up observations using one of the scenarios provided below or situation of your choice.

3. Observer takes notes and debriefs what they observed. You may use the conversation observation form in your participant packet if you like.

4. Conversation 5 minutes, debrief, 5 minutes

5. Switch Roles so that everyone in the group, has the opportunity to be in each role. If you finish early, please share your thoughts about observation tools.

Scenarios:

a) Mentee feels your coaching conversations in his/her office are more valuable, and doesn’t see the point of having you observe.

b) Mentee is okay with having the mentor observe, but has no idea what they would want the mentor to look for or notice.

c) Mentee has already set up two observations with you, but has cancelled both. The mentee is reluctant to set up another one – they are busy!