Mentor Pre-Observation Conversation Guide

Five Facilitator Coaching Moves

* Paraphrasing
* Clarifying Questions
* Paraphrasing with Interpretation
* Mediational Questions
* Summarizing Statements

| Suggested Components  | Notes  |
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| Purpose/Rationale* Observations are for the benefit of the mentee
* Highly valued part of the Oregon Mentor Program

**Conditions** * Confidential
* non-evaluative, growth oriented

**Joint/Shared Decision Making**  * + Jointly decide on date, time, setting for observation
	+ Jointly decide on date, time, setting for debrief session as soon as possible
	+ Invite mentee to share what she/he may want you to be sure to notice/observe
	+ Share or jointly decide the observation tools to be used

Summarize decisions |  |