

This sheet can be used to facilitate mentoring conversation and to practice mentoring through [Bridges Transition Model](#).

Phase 1. Building/Re-establishing Rapport

Leadership skill: Self-awareness, Relationship Management

Mentor first to share/describe what impact the crisis has on them identifying all emotions what they letting go in this period, the impact etc. Mentors to ask a series of questions for mentees to share and elicit their feelings.

Some sample of some questions to guide this conversation:

1. Which stages of the transition curve do you feel strongly represent where you are at for the majority of the time, as a person and/or as a business? (Bearing in mind, the models are not linear and although we may feel we are predominantly in one stage, we can oscillate between one stage and another)
 2. What are you leaving and what learnings are you bringing with you to move forward?
 3. Are you being still enough to identify your feelings and emotions? How are you acknowledging and accepting them and what they are showing you? How are you keeping them in check so that your behaviors are not negatively affected?
 4. Are you aware of other's feelings and emotions (your partner, your family, your team) and are you checking in with them with no judgment?
- 1) Are your ready to accept the new reality and let go? The objective is for mentors and mentees to discuss their needs and limitations and to re-establish their rapport whilst discussing their vulnerabilities as well as their intention of moving forward.

Notes:

Top tip: Don't rush your conversation, be aware of what you are communicating and when taking turns acknowledge each other's' challenges, fears and needs.

Phase 2. Revisiting and Pivoting

Leadership skill: Creativity and Innovation

Mentor and mentee together to revisit mentees personal and business to look and examine and ready themselves to the current status and needs.

Some sample of some questions to guide this conversation:

1. When revisiting your personal and business values, which value(s) resonate most strongly with you today? How can you make sure you are living them and using them as a source to build your resilience?
2. What are the strategies that you need to put in place to deal with the situation from a personal and business level, to allow you move forward on the curve and in the journey?
3. What are some opportunities to you see in the current situation and what new things can you try?
4. What are the skills you need to build your own capability and the capabilities of your team?
5. Who can support you?
6. If the business is operational; what is and what isn't working?
7. What resources do you have and how can you be more resourceful? What resources do you need?
8. What are your choices within the current reality?
9. What are the needs of the market and is their current business model responding to the needs adequately? And can you pivot to meet these new demands and needs?
10. Who are the people or the team members that can support you through all of this? Are you involving them in the conversation? Are you communicating regularly, authentically and efficiently with them?

Notes:

Top tip: Mentees to practice their "Growth Mindset" during this exercise.

Phase 3. New Paradigm

Leadership skill: Adaptability

Mentor and mentee to look at the scenarios/options you have identified in the previous section and try to map out feasible options, our resources both internal external, who's help should we seek in order to adapt, integrated and create the new reality.

Some sample of some questions to guide this conversation:

1. What do you need to learn to become more adaptable?
2. What are some of the strengths you have that can support you? Change, or build something new.
3. What needs to change in my vision and strategy?
4. What are the options that are most viable, which seem the most promising?
5. Mentees to reflect on the following questions in relation to the current "crisis" and What should I stop doing? What should I keep doing? What should I start doing?
6. Consider the time and resources needed.

Notes:

Top tip: Don't worry about mapping out all the details but something that would allow you to continue your mentoring conversation about the new paradigm during your next meeting.