

# Mentor Individual Development Plan

## Section 1: My Learning Objectives

## Section 2: Mentor Coaching Sessions

## Section 3: Mentor Reflection

## Section 4: Group Reflection Sessions

This IDP is to support your journey as a mentor during Wedu Rise Mentoring Program. Here you may register your experience and learning.

Your Name:

Company:

## Section 1: My Learning Objectives

Please select your Learning Objective you plan to focus on. The Wedu Learning Objectives my individual development plan will focus around are: (Circle one or two)

**Coaching and Mentoring**

**Social Impact**

**Ethics, Empathy, & Integrity**

**Communication & Influence**

Mentor Learning Objectives	
<b>Ethics, Empathy, &amp; Integrity</b> <ul style="list-style-type: none"> <li>• Increase cultural awareness</li> <li>• Increase cultural sensitivity</li> <li>• Reevaluate my values and perspectives</li> <li>• Be present and available for mentee</li> <li>• Develop self-awareness about my strengths and development gaps</li> </ul>	<b>Communication &amp; Influence</b> <ul style="list-style-type: none"> <li>• Ask more insightful questions</li> <li>• Provide creative ideas</li> <li>• Improve ability to listen actively</li> <li>• Active listening</li> <li>• Learn to simplify complex ideas</li> <li>• Become an inspiring communicator</li> <li>• Promote creative and critical thinking in my mentee</li> </ul>
<b>Social Impact</b> <ul style="list-style-type: none"> <li>• Increase passion and understanding for social issues in the region</li> <li>• Contribute to social change and impact</li> <li>• Become a better leader that takes into account sustainability factors</li> <li>• Encourage others to take action for social impact</li> </ul>	<b>Coaching and Mentoring</b> <ul style="list-style-type: none"> <li>• Ability to guide mentee to problem resolution</li> <li>• Ability to transfer soft skills to mentee</li> <li>• Help mentee to identify development needs</li> <li>• Help mentee achieve goals and take action</li> <li>• Apply coaching and mentoring skills to my team at work</li> </ul>
<b>Other:</b>	<b>Other:</b>

## **Goals and Results**

*How will you measure your development in the learning objectives specified above in the next 8 months? How will you track your progress? What is your timeline for progress?*

**Please define 1-3 SMART goals (related to the Learning Objectives) to focus on:**

*Example: I will improve my listening skills in two months by asking at least one question in every office meeting before contributing my own opinion. Deadline: August 1, 2015*

1.

Deadline:

2.

Deadline:

3.

Deadline:

**Other Notes on learning objectives:**

## Section 2: Mentor Coaching Sessions

The questions in the table below will help you as a mentor to explore your development opportunities. In Wedu we use the GOAL Coaching model to support mentors be the best mentors they can be.

<b><u>GOALS</u></b> (What do you want to achieve and learn?)	<b><u>REALITY</u></b> (Where are you now?)	<b><u>OPTIONS</u></b> (What could you do?)	<b><u>WHAT WILL YOU DO</u></b> (What will you do and how will you apply your learning?)

**Use this space to register your thoughts after each coaching session.**

### Coaching Session #1

Date:

Notes:

Action agreed:

### Coaching Session #2

Date:

Notes:

Actions agreed:

### Coaching Session #3

Date:

Notes:

Actions agreed:

## Section 3: Mentor Reflection

(Please refer to the guide “Reflection for Mentors” on the Wedu Webpage – Mentor Program Materials)

Mentoring Sessions	My Reflections as a mentor	Action Plan
Mentoring Session 1		
Mentoring Session 2		
Mentoring Session 3		
Mentoring Session 4		
Mentoring Session 5		
Mentoring Session 6		
Mentoring Session 7		
Mentoring Session 8		

## Section 4: Group Reflection Sessions

**Group Reflection Session #1** (mid cycle = 4 months into mentoring)

**Notes:**

**Group Reflection Session #2** (end of cycle = 8 months into mentoring)

**Notes:**