

Five-Minute Mentor Process

Breaking down the five steps of the five-minute mentor process

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What is the Five-Minute Mentor Process?

- Coaches and mentors are trying to help their students get better, grow and achieve their professional goals
- But there is often a reluctance to coach because of a perceived, lengthy time commitment
- While coaching can be a long-term commitment, each interaction can be short
- With five-minute interactions, coaches can teach without carving out large blocks of time
- With repetition, five-minute mentoring teaches students how to solve their own problems



Step Three – Ask Coaching Questions

- The coach asks questions designed to get the student thinking about a possible solution.
- Coaching questions are the key to the student learning to solve problems for themselves.
- Possible coaching questions:
 - What have you tried?
 - Are people misunderstanding your intent?
 - What did they say?
 - What do you think is causing the problem?
 - How can you help?



Step Four – Dispense Wisdom and/or Support the Student’s Ideas

- If the student has no good ideas, the mentor can suggest a few in the form of a question
 - Would it make sense to try ABC or XYZ?
 - Are you willing to try XXX?
 - What would happen if you did ZZZ?
- Support the student’s ideas while challenging them
 - That sounds good. Will it work?
 - How can you make sure this plan is effective?
 - Are you committed to this action?

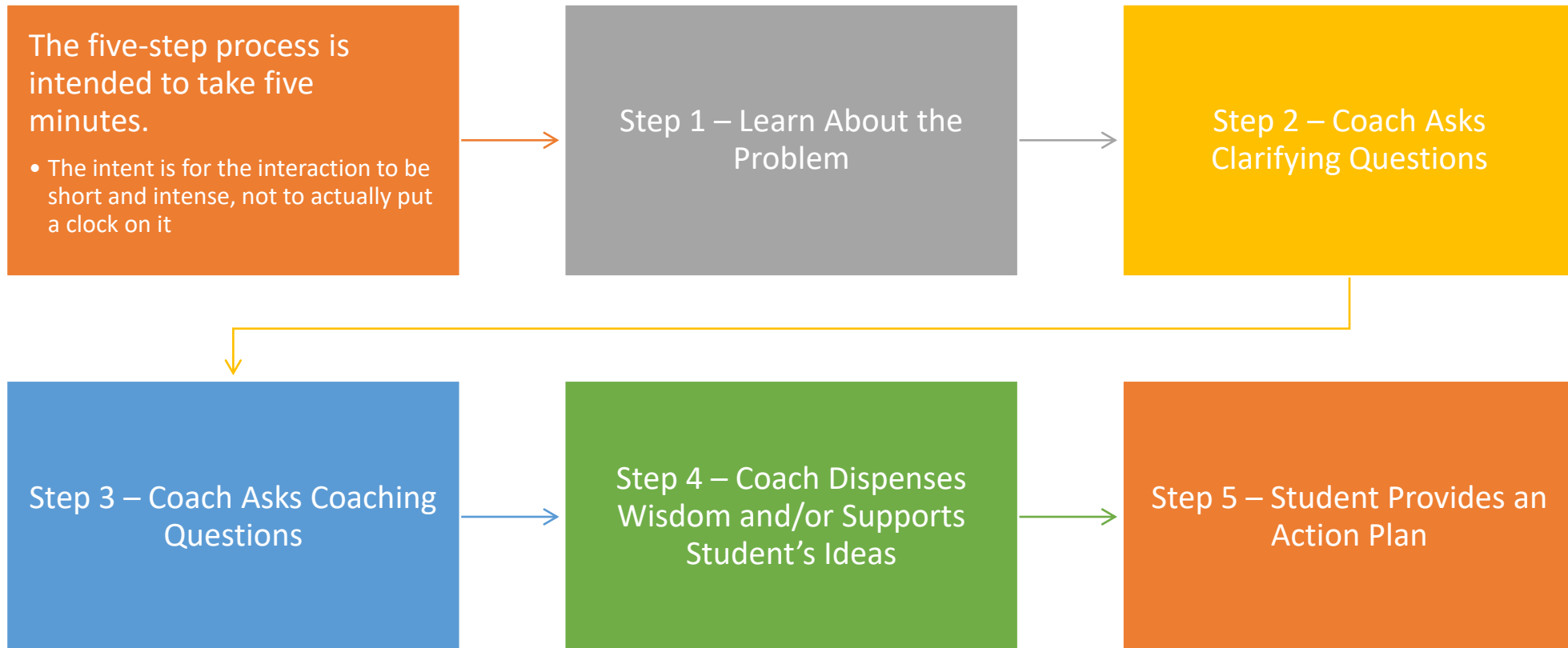


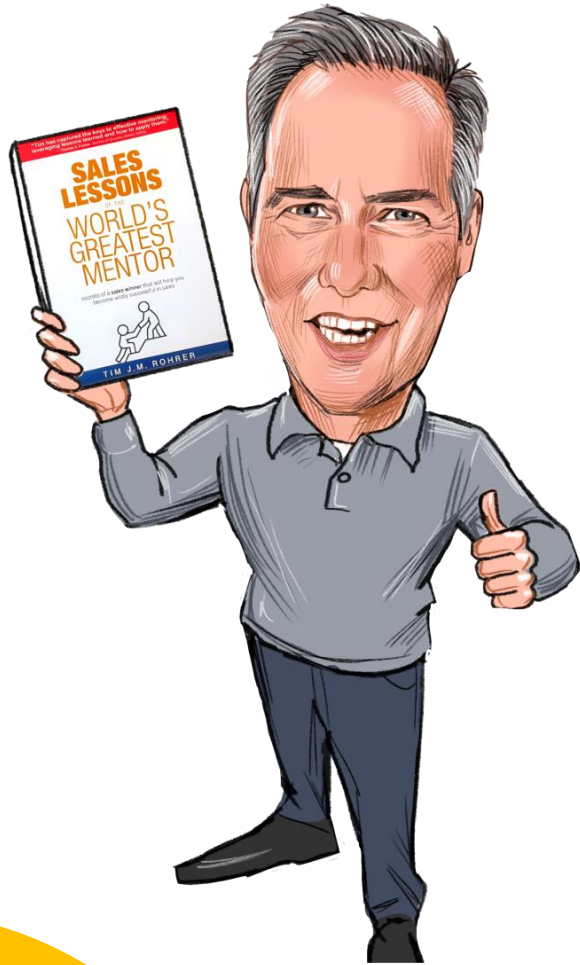
Step Five – Agree to an Action Plan

- After the wisdom has been dispensed or the student has created a few good ideas, the mentor asks for a commitment
 - Sounds like you have a plan. Is this what you are going to do?
 - When will you take the first steps?
 - When will we get together to evaluate?



Synopsis





Questions?

- Contact The Five-Minute Mentor
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 - Connect on LinkedIn
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