



Strength-finding mentorship

© www.steinberg.se www.facebook.com/johnsteinberg1

John



- **USA, came to Sweden in 1971**
- **Author of 48 books about learning, leadership and communication**
- **Ph.D. in educational psychology, former university teacher and headmaster**
- **SIQ - quality prize judge**
- **www.steinberg.se **@johnsteinberg1****
- **www.facebook.com/johnsteinberg1**

Purpose today

- To demonstrate and teach how to structure a strength based mentoring session
- Rounding off the mentoring program by analyzing what worked

Strength based mentoring

- **"Success"**
- **Headlines**
- **New challenge**
 - **Short**
 - **Specific**
 - **Limited**
 - **Able to follow-up**



Structure

- Give an example of a success
- Look for headlines and descriptive words
- Describe a coming challenge
- How can your strengths help you in this new challenge?
- One thing you can start doing within 48 hours
- Summarize

Evaluation talk

- What was the "finest moment" in our collaboration?
- Headline what we did right or what you appreciated
- Describe a situation where these characteristics or actions will be useful in the near future.
- What step can you can in that direction within the next 48 hours?
- Thank each other for support and encouragement

Wilda, 9 years old

What do "great mentors" have in common?

Teachers, Ministers, Leaders, Coaches,
Parents, etc. What specifically do they do
differently?

- Focus on good or bad?
- Difficulties or possibilities?
- Failures or successes?
- Looking back or looking forward?
- Let go or push? (Both!)

**Mentorship should follow
the 80/20 principle**

Strength theory

- Marcus Buckingham, Donald Clifton
Gallup Institute
- Book: First, Break all the rules
- Question: While at work do you feel that you are using your strengths to the fullest capacity?

20%

Myths

- As we age our personality changes
- You grow by eliminating your weaknesses
- A good team member does anything to help the team

Truths

- As we age we become more of what we already are
- You grow by focusing on your strengths
- A good team member contributes his or her strengths to the team

Leadership

Putting as many people as possible as often as possible in a position to utilize their passions and strengths

Examples

**Football
Party
Popcorn
Run away
Bartender**

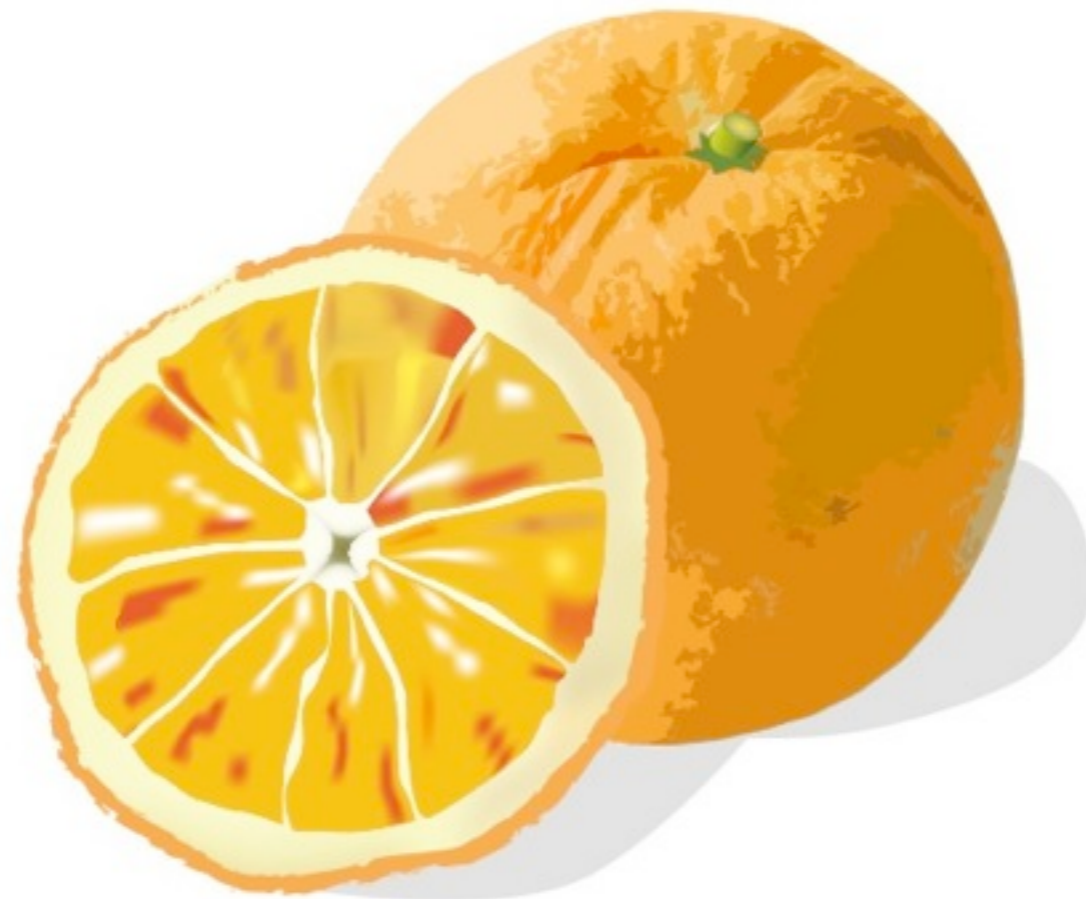
Focus on **how not what**

Traditional and non-traditional strengths

- **Sports**
- **Entertainment**
- **Reading/writing**
- **Math**
- **Short term memory**
- **Analytic**
- **Room lighter**
- **Wower**
- **Fixer**
- **“We-er”**
- **Planer**
- **Translator**

Abstract - Concrete

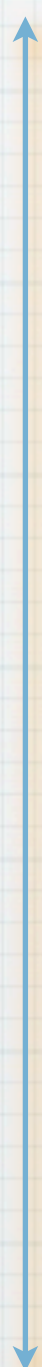
Up and down in a hierarchy
Macro or micro level



- An orange, a computer, a watch
- Team meeting
- Homework; Hockey match
- Teenagers
- Politeness (Ron Clark. The Essential 55)
- Teacher education

Values, Visions, Purpose, Goals

WHY?

- 
- 10.
 - 9
 - 8.
 - 7.
 - 6.
 - 5.
 - 4.
 - 3.
 - 2.
 - 1.

Examples -
meetings, study visits, conferences

Actions, Next steps

WHAT? WHO? WHEN? WHERE?

Leading towards a new way of thinking

- Employable; Employment for security
- Intrapreneurship
- Entrepreneurship

**Engineer eller or dog
therapist?**



Examples

- Nail or tattoo artist
- E-bay networker
- Avatar designer
- Banana engineer
- Humor consultant
- Lunch mentor
- Pixelseller
- Eating contestant
- Ice artist
- Reality show star
- Contest professional
- Personal shopper

Schoolsmart and **Streetsmart**

**The way of school or the way of
quality?**

**”A smart person knows everything.
A wise person knows everyone.”**

- **Politeness**
- **Effort**
- **Responsibility**



- **Passion**
- **Talent**
- **Mastery**



Drive can come from

- **Passion**
- **Anger**
- **Challenges**
- **Long or short term goals**
- **Encouragement and praise**
- **Rewards**

Strength based talks...

- **Strengths**
- **Talent and competencies**
- **Learning styles and strategies**
- **Interests and passions**
- **Flow**
- **Success patterns**



And...

- Knowledge
- Skills
- Constructive habits
- Behavior
- Values
- Attitudes

**Values - lead you to drive
and motivation**

- **Personal and cognitive**
- **Impersonal and cognitive**
- **Personal and affective**

- Reflection
- Sorting
- Prioritizing
- Clarification
- Valuing

Conversations on one leg

Exempel - värderingar

Julen, semestern, TV, fritid, gårdagen...

Vad är behållningen, "grejen", det intressanta, det viktiga, mm? Vad får du ut av det?

Leta värderingstema & sätt "rubriker"

Vrid till en annan situation (t ex yrkessituation)

Led till konkretion

Stäm av, sammanfatta ofta

- **HUR?**
- **VARFÖR - Vad är grejen?**

Kroppsspråkliga tecken



- Kort paus innan svaret kommer
- Ser upp i taket och vänder ibland bort kroppen
- Tittar bort, sedan på dig

Identifiera "må-bra
sammenhang" - ofta ett
"framtidssammenhang"

Exempel:

Mat

Idrott

Musik

Häst

Spel

FLOW

Michaly Csikszentmihalyi

- Personligt val
- Meningsfull utmaning
- Tydliga spelregler
- Man vet hur det går - det finns kriterier för framgång
- Intensiv aktivitet
- Glömmer bort tid och rum
- Slutsatser för nästa gång

Styrkesamtal

- Leta utgångspunkt i styrkor, intressen, passioner, talanger, flow och framgångsmönster
- Leta tema och fokus
- Ställ öppna och klargörande frågor
- “Vrid” på temat
- Gå ifrån abstraktioner och leta exempel och konkretioner
- Sammanfatta alternativen som kommer fram
- Klargör första steget som tas inom en vecka

Glöm inte: Tuff kärlek

- Kärlek (du vill den andra väl) är en förutsättning, men...
- Du får lov att avbryta för att återfå fokus, förstå bättre, konkretisera, sammanfatta
- Ha en hög förväntansnivå
- Följ upp. Hur har det gått?

Goda råd

- Ställ öppna frågor
- Sammanfatta ofta
- Be adepten sammanfatta
- Häng med med kroppen
- Ta bort möjliga distraktioner
- Klargör villkor - tid, syfte, metodik
- Från abstraktion till konkretion
- Sök adeptens lösningar, inte dina
- Vänta med råd och ge det varsamt
- Välj tema och välj ett

Lärdomar? Slutsatser? Frågor?

www.facebook.com/johnsteinberg1

Kolla gärna www.steinberg.se för kurs- och bokinformation.

Lycka till!