

Strategy Box Activity

This is a simple activity mentors can use to help their mentees embrace a growth mindset.

The idea of the activity is for mentors encourage their mentees to reflect upon accomplishments or skills they learned in the past and consider how they went about achieving them.

This consideration could include personality traits (such as determination, curiosity, etc.) that helped the mentee succeed master the task, other strengths, or actions and practical steps they took.

With these personality traits, strengths, and actions in mind, the mentor and mentee then work together to generate a list of ways the mentee could approach mastering this new skill or desired goal in the 4th quadrant of the box (in red).

Mentors can use this framework to help their mentees make progress towards their Practical Experience Requirements (PER). Mentors can adapt this to their mentee's situation and where their mentee wishes to focus their competency development – whether that is the Technical or Enabling Competencies.

Here is an example:

<p>Training new staff</p> <ol style="list-style-type: none"> 1. Created and constantly updated a process document 2. Asked how staff likes to receive information and learns best 3. Scheduled morning touch base meetings 4. Provided positive encouragement 	<p>Leading a team on a project</p> <ol style="list-style-type: none"> 1. Lead an initial meeting to explain the vision and goals of the project 2. Scheduled weekly touch base meetings 3. Commended team members for their unique contributions and made a point of celebrating small successes
<p>Delivered presentation to staff</p> <ol style="list-style-type: none"> 1. Practiced presentation in front of the mirror 3 times before official presentation 2. Kept number of slides to a minimum and kept text on slides simple 3. Added some fun quiz questions into the presentation for engagement 4. Watched my recording to see where I could improve next time 	<p>Clearly communicate recommendations on an internal process to a non-accounting audience</p> <p><i>The mentor works together with their mentee to explore steps they could take to achieve the new goal.</i></p> <p><i>The mentor can share stories and recommendations on how they themselves may have been successful in this area, so that together, the mentor and mentee can build a strong strategy for success.</i></p>