

گزارش مشاهده جلسه دهم کارگاه مبانی مربیگری

۲۶/۰۱/۱۴۰۴	تاریخ گزارش	Machine Learning	دوره فنی	Maliheh Mahdavi Sefat	نام گزارش دهنده
Introduction to Coaching workshop: session 10			آشنایی با مبانی مربیگری ۱۰		کارگاه / شماره

محتوای گزارش

1- What Have you observed in yourself? What do you feel?

- A. It's clear now that to be a mentor, I first need to create a safe environment for myself. Right now, I am not providing security for me. I pass the harshest judgments on me, I am constantly blaming me for anything and everything.
- B. For instance, yesterday, I made an image to purpose it for something, and I engaged in discussing the details, only for a few comments. Afterward, I reproached myself so much that I had a bad dream about that minor discussion.
- C. Watching this video, I was completely distracted, frequently looking at other sites and refreshing them. I even went and made a pull request on GitHub in the middle of this video. It seemed I couldn't concentrate on it, and I had to rewind it many times. Through observing this issue, it dawned on me that I had sent an important email to an office, telling them how they are wrong and how they ought to respond to my request. The anxiety of this email and dreading the reply was the reason behind the distraction.
- D. I am one of those good students that Mr. Sadeghi talked about. Those who had high expectations of themselves and felt a lot of pressure, then they failed at one point and blamed themselves for the rest of their life. Yes, I feel like a failure and find myself guilty all the time.

2- My take out from the session:

- A. Video 10 is of another Q & A session. I tried to report the points discussed in between the answers.
- B. Newly developed neurobiological networks take time to consolidate and stabilize. It is possible for a long time after growing a new neural network

that in situations similar to the old times, the previous neurobiological networks activate.

- C. There is a method of observation that suggests starting from observing physical activities and body function, because it is easier. For example, observing how we breathe develops the same neural network that can be used later for observing thoughts and behaviors.
- D. How can we discover the context of others? Context is what determines people's speech and behavior. It can not be discovered by thinking and deduction. When I'll be able to observe and accept myself however I am, then I'll see that I can sense people's context. The reason is, the same neural networks used for observing within, are also used for observing others.
- E. Humans need time for change. They need time and security, time and acceptance, time and not being judged, not pressure, force, rules and orders. Understanding this might change the way you manage your team, organization, family and relationships.
- F. Practicing passive observation develops neurobiological networks that makes us aware of our reaction mechanisms. This wedges a void between action and reaction in which we can think of other options and choose other reactions. The action may still make us angry or scared but this pause gives us the chance to come up with another reaction and intentionally decide it which eventually lets us be at peace.

3- Instructions:

- A. One way of mentorship says that in order for mentees to progress, the mentor must tell how and where they are wrong and must eliminate whatever is bad and not acceptable to correct things. This happens in teaching and parenting a lot. Teachers and parents always remind children that some things are bad, don't do this, don't do that. As a result, people learn to judge themselves and grow up with shame and guilt.
- B. Another way of mentoring is to tell people what they do correctly and what positive traits they have, as people are hard enough on themselves. People are not aware of the gifts they have, they don't know their strength and leverage. They even don't know some of their traits are gifts and not burdens. The art of a good mentor is to show these to mentee, with the safe environments they build, the questions they ask, their invitations and suggestions.

- C. This mentor training workshop does teach mentoring techniques, just as the communication workshop did not teach communication techniques. These workshops discuss deeper concepts such as the philosophy and the context that allows humans to communicate effectively. When those contexts are learned and people are able to observe themselves freely, then they can use books and other classes to learn techniques and methods.
- D. One key point in mentoring: If the mentee feels safe and secure the mentor can tell them absolutely anything and they wouldn't get offended. But if the mentee feels judged, the mentor cannot tell them anything, because the mentee does not want to hear anything. In the absence of judgment, there will be opportunities for conversation and discussion.