

## گزارش مشاهده جلسه اول کارگاه مربیگری

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### محتوای گزارش

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

- A. I have noticed that I generally think that people are involved in what I am, and are doing what I am doing. For example, when I am going to another city for a reason, such as attending a wedding or taking an exam, my general perception is that all the other people heading that way have a similar intention.
- B. I have close experience with someone like this Zanyar person, only older and with more real experiences. She fails in every job she takes and nothing has changed for her in years, except she is getting more desperate and tired. Although, most of the time there are plausible reasons for her failure. She asks for advice from time to time, and I try to give her little task to do and suggest possible adjustments. Yet, at the end of our talk, there are always the same complaints and excuses as before.
- C. I think that I am aware of my set beliefs, and that I believe that I have chosen them intentionally, but I wonder if that is true.

#### 2- My take out from the session:

- A. The session started with a roleplay, Mr. Sadeghi played the role of a graduate student looking for a job, and audiences played the role of his consultant.
- B. The young man, named Zanyar, was a typical new adult, but with some bold features: he was nagging and complaining about his experiences in the job market. Though most of his complaints were not subjective rather than objective. He couldn't pinpoint a specific experience, only vague descriptions of general topics.
- C. He also was not an attentive listener and was not willing to change his mind and attitude. In addition, he was a chronical pessimist, even though it is an

odd trait in such a young age. He claimed he has many experiences and skills, though they were obviously empty claims.

- D. However, these obvious problems were not so obvious to him. He actually had belief in what he was saying. His claims were not an act or pretend rather a delusion of the truth.
- E. After that some questions were asked of the experiment participants: was he for real or was he lying? Did he truly believe in what he was saying or was he exaggerating? Why would talking facts and data with him not work? Why couldn't he see the path you were showing him? Why does advising him not help?
- F. The answer is, he sees the world differently. You present him with facts and data but he receives them differently than it was intended. He interprets the data differently and translates your talk in another way that suits his viewpoint. Everything you say, he hears in a way that just confirms his beliefs, because his beliefs are forming what he hears and sees.
- G. There is a critical word in mentoring, and that is Context, it is the background, scaffolding or construct of mind.
- H. This context or mindset causes people to see some things bolder or lighter than others, and not to see some things at all. The context filters out what people hear and makes some parts louder or quieter, or it even tunes out some parts altogether. Of course, the description is figurative.
- I. So, what is the context made of? It is the collection of one's beliefs. The set of belief in every context determines what people see, hear, or generally perceive of the world.
- J. We humans are not usually aware of the context we are living in. The foundational beliefs are repeated so many times that we are not even aware of having such beliefs.
- K. These foundational beliefs and context physically change the things we hear, see, or feel of the world. In other words, they physically shape our world, therefore, everyone's world is essentially different from those of others.
- L. We do not usually question what we hear or see, we claim that those are facts that we have no part in building. However, according to this thesis, the event we think we are seeing and hearing are subject to our contexts, beliefs and mindsets.
- M. Moreover, people have various contexts in various topics and this makes things even more complicated.

- N. As long as we are living in a context no fact or data can change our mind about the subject, and this is not a conscious choice.
- O. So which parts do we see or hear more pronounced or less and which parts we do not see or hear at all?
- P. Each moment our brain receives millions of signals from our neural system and its processing capacity is limited compared to that. It has to somehow filter out some unimportant data and pay its attention and resources to the rest.
- Q. What algorithm is used to tune out extra data? The first criteria is our survival instinct that separates what is related to our safety as the highest priority. **The second priority, I think, goes to our basic needs such as hunger or thirst and other levels of need in turn.** The next one is whether something holds any importance for us or not.
- R. What makes things important or unimportant? Our beliefs, also known as context.
- S. What we previously believe in, determines how we perceive the world. And what is not in agreement with our context is ignored. Therefore, our past determines our future. **Or does it?**
- T. For instance, in a room where people talk in different languages, you only hear the words in the language that you know and your brain tunes out the rest. They are completely ignored because you have not learned that language in the past.
- U. How do we change our context? By practicing self-awareness.
- V. One cannot recognize their context because it filters out every thing and it cannot be seen, unless they get help from some third-party observer, that is the mentor. A mentor can see what I can't.
- W. With the help of other people, hopefully an experienced mentor, and years of practice, we can become aware of our context. It is in fact one of the brain's miracles that it possesses the ability to develop neural systems specialized in recognizing our contexts and beliefs and even changing them. Otherwise it would be an impossible feat.

### 3- Instructions:

- A. In CSI the role of a mentor is not to get stuck in the words and lines of the talk, but rather to discover the world that the speaker is living in.
- B. Because as long as one's context does not change, their outcomes would not change. The same beliefs lead to the same results.

- C. A mentor is there to observe the intern's context and build a safe environment in which interns become aware of their context.
- D. Then it is up to the intern to decide whether they want to modify their context and change their beliefs or keep them as before.
- E. A mentor is not to pass judgment about their context and label them as good or bad, useful or destructive. They do not try to change people's context either, as this is the intern's decision to make on their own.
- F. A mentor in CSI does not care if the intern changes their context after they become aware of it or not. They just help the intern to discover their context.

#### G. My questions:

- A. The mentor has contexts of their own, how do we know that it is not their context they are reflecting on the interns?
- B. How do mentor make interns aware of their contexts? By talking? Roleplaying as it was demonstrated in this talk? By making them write down things?
- C. As my mentors, what context or beliefs do you see in me that you think I am not aware of?