

گزارش مشاهده جلسه دوازدهم کارگاه مبانی مربیگری

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محتوای گزارش

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

- A. Most of this session made perfect sense to me because I had thought about these things before, on many occasions and in many ways.
- B. For example, about the power of the words and the distinction they bring. What we know as knowledge is the intertwined graph of concepts and distinctions that make sense for someone who possesses that knowledge.
- C. I was recently thinking of the power of words, that they are the very fabric of the universe, and what is unknown universe is where we do not have a word for.... *"In the beginning was the Word, and the Word was with God, and the Word was God"* - John 1:1 of the Bible.
- D. The main reason that I prefer to use English whenever I can, is that I have more distinctions in this language for what I am talking about. The English words are able to convey more meaning than their Persian translation.
- E. I once wrote a post about the various distinctions about walking and running words in English and listed about 34 words off the top of my head!
- F. I learned to observe what happens between action and reaction from reading English novels, in which the physical body sensations, emotions, meaning and decisions are described in detail, for various situations, in many tunes, from the viewpoint of different characters.
- G. About distinctions and that people are what their distinctions are, I was thinking of the Khosroshahi family and how they have so many entrepreneurs in their family tree. I concluded that it is the difference in distinctions rather than a genealogical matter. All the children in that family must have been exposed to such distinctions and concepts as value creation and entrepreneurship all their lives.
- H. I have learned and practiced to physically put a pause between the actions and my reactions, even and long as days and weeks. I went too far in intentionally delaying my reactions to the point that now I have to force

myself to show a reaction when it is needed and not let the matter die down and be forgotten.

- I. I also learned the concept of “pushing someone’s button”, “train of thought”, “reaction machine” and “choose one’s fight” from the novels and practice them in my life.

2- My take out from the session:

- A. The definitions of mentor role and the safe place was brought up and talked about. “The Role of a Mentor: As a mentor our role is to build a safe space for the mentee in order for them to be able to discover the context of their emotions, thoughts, decisions and their behavior, when and if they want to.”
- B. “The Safe Space: I experience a safe space when I feel absolute acceptance and no need for change. This could be achieved by observation without judgment.”
- C. Between any action and the following there are other stages, but we pass through them so fast that it feels instantaneous.
- D. When we discover our context, some mechanism happens that (literally or metaphorically) puts a pause in between the instantaneous action-reaction pair. The action will not necessarily be a cause for the reaction.
- E. There is a chain of events that happen in our body and neural system after the encounter with an action in a matter of moments:
- F. Action → Physical sensations → Emotions → Meaning → Decision → Reaction.
- G. When we learn to observe our feelings and sensations, we become aware of this hierarchy and the awareness provides other options for the decision and reaction. This may make us pause and reflect, but the pause

also might happen in a matter of moment, almost instantly, though the reaction would not be spontaneous.

- H. For millions of years, the creatures who were not able to react instantly would perish and extinct, therefore we are the descendants of those who have been instantaneous and we have inherited their instant reflexes. However, nowadays we do not need to be fast to survive, but we need to learn effective communication and be tactful and intentional to navigate our life and career.
- I. The following sessions will be intense and full of new mentorship related concepts. Two of the concepts that are going to be helpful later are “conversational domain” and “distinctions”.
- J. Conversational domain is a network of separate, yet related concepts that are often used by the experts of a specific domain. Mentorship is such a topic and it has its own conversational domain.
- K. Distinction is another concept that is going to be used a lot. Each “distinction” is a distinct and specific concept that has a meaning as well as a word/name to it.
- L. Each expertise or knowledge is in fact a collection of distinctions and anyone who is expert of something knows and understands more distinctions than other.
- M. Our power is directly related to our ability to make more distinctions.
- N. Anyone is who they are because of the set of distinctions that they have.

3- Instructions

- A. A mentor is not to do anything with the mentee. The mentor neither changes the mentee nor fixes them.

- B. The mentor is just there for the mentee, and by being there without passing judgment they build a safe place for the mentee and give the opportunity for observing and discovering their context.
- C. Whenever we are playing the role of a mentor for someone, or we are doing the role of teacher or doing parenting and such, it is possible to unintentionally hurt people. However, this fact does not mean that we must preplan what we say and watch our speech and actions to prevent the unintentional hurt, otherwise, we cannot be attentive, and in the moment, because we would focus on ourselves and the formula for doing our role instead of the mentee and their reality.
- D. The part “when and if they want” means that it is not up to the decision of the mentor, however it is not planned by the mentee either, as the observation and discovery happens naturally during the normal course of life, if the mentee does not resist it.
- E. One thing that the mentor does, besides acceptance and building a safe environment, is to empower the mentee by defining distinctions so they can become aware of their existence and gain knowledge of those concepts and distinctions.
- F. Another thing that the mentor does is to discover and realize the distinctions that the mentee has and lives by.