

گزارش مشاهده جلسه نهم کارگاه مبانی مربیگری

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محتوای گزارش

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

- A. A. In this session everyone said they feel safe and secure in these workshops but I don't ever feel secure enough to open up and I was contemplating why until at the end Mr. Sadeghi said someone may never feel safe and that's Okay too.
- B. B. I always feel self-conscious of my words and actions and I always do self-censor, I can never fully trust anyone and I suspect everyone would judge me and hurt me at one point.
- C. C. I am still not able to talk about important and personal observations. In the video some people talk about their experiences with their mentors and interns, however, it terrifies me to talk about known people with people, let alone doing it on the record!
- D. D. I know why I am like this and It's beyond me to do anything about that as it is deeply rooted in my personality. The only thing I can do is to accept who I am, what my context is and embrace how my brain is wired and move on. No point in blaming the past or fighting the present.
- E. E. I had three fantastic instances of acceptance on the same day that I watched this video. The previous line about always being on guard and accepting it is one of them.
- F. F. Another experience of acceptance was about my Farsi handwriting. As I said before, it's horrible and makes me ashamed. As I was transcribing the workshop video I was thinking about it and wondering if it would be miraculous if I somehow found a mentor for working on my handwriting and if someone could cure me of this annoying problem. Then at some point I thought that it's been decades that I am struggling with this issue and each time I write anything by hand I inevitably thread this line of thinking. There, I decided that it is what it is, let it go. Just like that. I

continued watching and taking notes without thinking, then all of a sudden, I just noticed something, it was like something in my brain told me that I am writing each letter with its dots separately and that is wrong, perhaps something will change if I wrote the entire body of a word first then put its dots. Wow, I tried it and it was different, it didn't make me a calligrapher but it clearly showed improvement. That is how in the middle of watching the video I experienced acceptance and its effect on strengthening dormant neurobiological networks.

- G. G. Third one happened when we wanted to go out shopping and I knew by the time that everyone got ready we would be too late and the shops would be closed but I decided to go anyway. When we reached there and the shop was closing, I didn't blame anyone, I didn't say I told you so, or anything at all, I just accepted it and moved on to the next destination. I didn't even notice this until midnight when I remembered what happened.
- H. H. I'm sure if I learn this acceptance skill, my life would be much easier and pleasant. I guess the first step is to accept that I cannot accept specific things and forgive specific people.
- I. Coincidentally, I was reading a novel and reached a part where a mentor does not accept the mentee the way she is. He is a very wise and great mentor except that he passes judgment and it renders his other efforts futile. The dialogue is this:

"I was thinking that you must have treated the emperor as you did me, annoying him with constant nagging about what he should accomplish."

Gaotona snorted. "I probably did just that. It does not mean my points are, or were, incorrect. He could have . . . well, he could have become more than he did. Just as you could become a marvelous artist."

"I am one."

"A real one."

"I am one."

The Emperor's Soul by Brandon Sanderson

2. My take out from the session:

- A. I used to put everything directly about the ways of mentoring in the instructions section, for this video most of the notes will be there as this was the first session mostly about mentoring methods.
- B. A question was asked at first: Why do you think we had so many sessions on observing and accepting ourselves and just now we are starting to talk about mentoring directly?
- C. My answer is: we are our first subject of our own mentoring. We are our own interns, if we develop the required neural networks to observe and accept ourselves then we would be able to do so to others. As they say, **"Charity begins at home."**

3. Instructions:

- A. Mentorship in CSI is doing nothing but building a safe environment for members.
- B. Mr. Sadeghi demonstrated how he had done it by doing nothing but listening, observing and inviting members to observe themselves.
- C. It seems that mentorship in this context is a passive role, but a very effective one.
- D. It involves inviting people – with no pressure - to simply observe their context and totally accept it, whenever they want, if they want. It is up to the mentee to accept this invitation or not.
- E. Definition: "Mentorship is building a safe environment for the mentee to observe their context whenever, if they want, in order to discover their feelings, thoughts, actions and behavior."
- F. A mentor doesn't want the intern to change, in fact, a mentor doesn't even think that the mentee needs to change at all. Mentors accept the mentees however they are.
- G. One challenge about mentorship is that the mentor desires the mentee to succeed because in order to achieve success and applause of their mentorship. As such, the mentor doesn't truly love the mentee, as it is a self-serving love.
- H. The freer the mentor of the results of the mentorship, the more impactful the mentorship. What makes a good mentor is not trying to be a good mentor. This is the second paradox of mentorship after "you change when you don't feel the need to change".

- I. The mentor truly believes that the mentee is perfect how he is. If the mentorship is not like that, then the mentee would feel judged.
- J. Acceptance and security come together. Acceptance is the absence of judgment. To judge people is to tell them that I don't accept you and you must change.
- K. As it was said in the very first session, a mentor has no control over the feelings of the mentee, whether they feel safe or not, judged or not. A mentor can only observe themselves and see if they are judging the mentee or not.
- L. A safe environment is also where a mentee is free to feel unsafe and it's okay. A mentor in a safe environment does not care what the mentee feels whatsoever.
- M. In CSI, there is a deal and contract. CSI would provide means and resources, if interns commit to the rules, including integrity. If they don't keep their side of the bargain then the deal is off. Simple as that.
- N. Integrity is not something to judge people by, rather it is something that people adhere to or not, in either case it is perfect. It's just that the CSI would not work with those who do not abide by integrity. There is free choice on both sides.
- O. Having or not having integrity won't make people good or bad, however, CSI only works for people who have integrity.
- P. The reason that talking about integrity sometimes feels like accusations and insults is that we all have been surrounded by a judgmental society our whole life, we have been constantly judged since we were merely a baby: if you do this or that you are a bad child.
- Q. Therefore, we learned nothing but passing judgment and accepting nothing, we are trained to want for change. The first step to becoming an accepting mentor is to observe and accept this trait in ourselves and let the acceptant neurobiological network grow.
- R. Recounting experiences of integrity or not integrity is a brilliant opportunity to observe ourselves. As a matter of fact, CSI processes have been designed to highlight them.

4. Question:

- A. Mr. Sadeghi said that "if you think you have integrity in CSI but when we observe the experiences, it turns out that you really don't, then I can

deduce that you don't have it in your other situation of life and work as well." Is this deduction not a judgment on its own?

- B.** I think it is the worst kind of judgment because it is based on guess-work and not true evidence.