



# MENTORSHIP BLOSSOM

## YOUR REFLECTIVE JOURNAL

THIS JOURNAL BELONGS TO:

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This is the space for you to share your thoughts, feelings and ideas.  
Take your time to reflect and be honest with yourself -  
this is for your own benefit and learning.

"WE DO NOT LEARN FROM EXPERIENCE... WE  
LEARN FROM REFLECTING ON EXPERIENCE."

JOHN DEWEY

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SCAN ME

[www.globeedtech.com](http://www.globeedtech.com)  
[info@villageglobaleducation.com](mailto:info@villageglobaleducation.com)

WE HOPE YOU WILL FIND THIS JOURNAL A USEFUL  
COMPANION ON YOUR JOURNEY.

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At Village Global, we believe the power of reflection both in our  
personal and professional lives.

Yes, it may seem like an 'extra chore' to do, but the value of learning  
from reflection is immense. We can only improve and develop our  
skills and attitudes through awareness and mindfulness - so, let's  
make reflection our best friend!

Use this journal as a working document and keep it close to you, jot  
things down and make notes. When you are finished, come back to  
it regularly: your journey is yours to enjoy and learn from.

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**THIS IS IMPORTANT!!!**

IF YOU FEEL THAT YOU NEED PROFESSIONAL HELP, PLEASE MAKE SURE  
THAT YOU SEEK THE SUPPORT OF A TRAINED COUNSELOR, THERAPIST,  
PSYCHOLOGIST OR A MENTAL HEALTH SPECIALIST.

YOUR GP SHOULD BE ABLE TO ADVISE YOU ON HOW TO FIND HELP.

WE WISH YOU A WONDERFULLY REFLECTIVE JOURNEY!

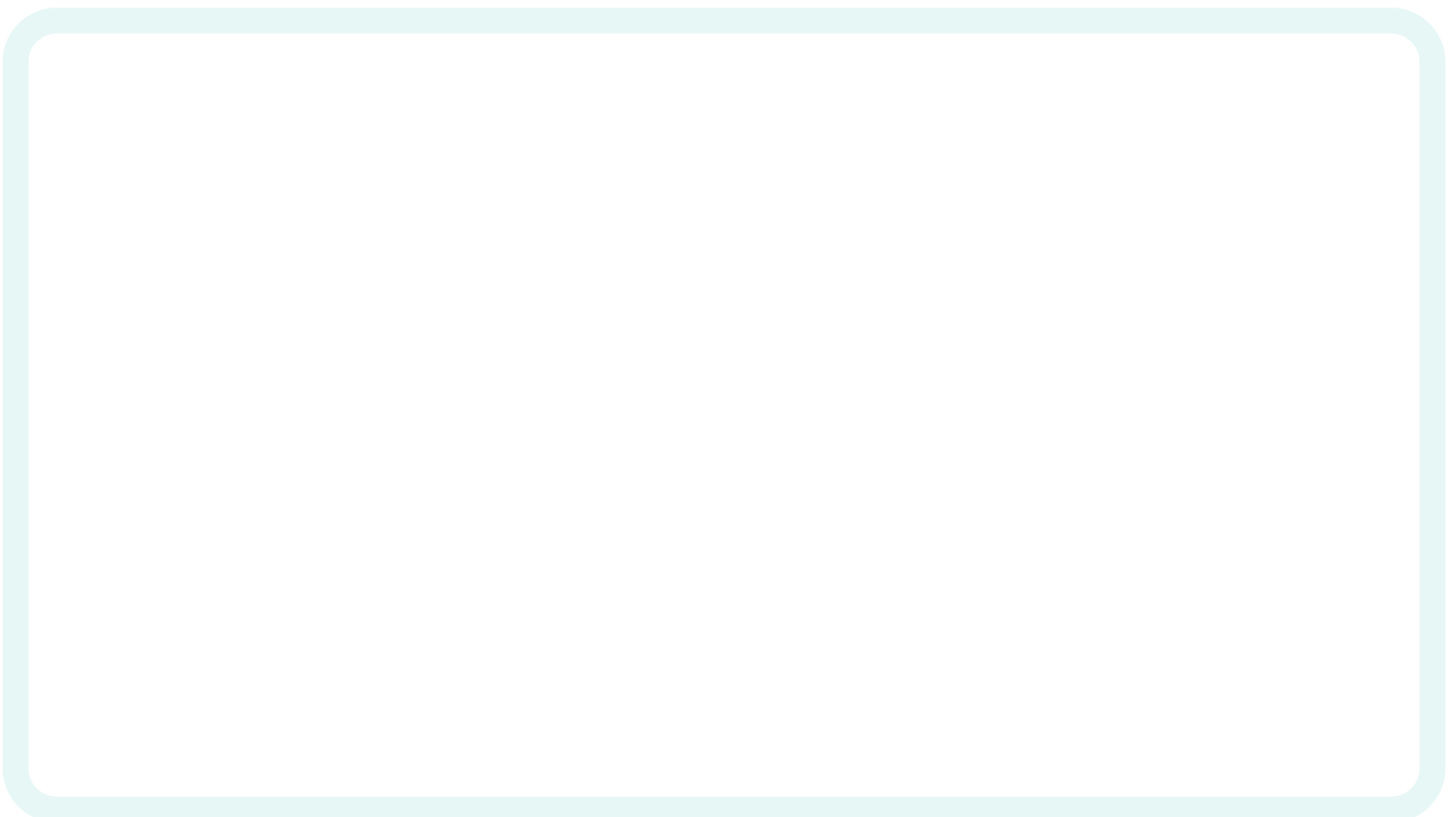
## The Mentor

Think about the times when you had a mentor or when it would have been useful to have one. For example, at the time you were an adolescent, finishing secondary school or during or after further/higher education. Or maybe when you were at 'crossroads'?

What kind of support did you receive or wished to receive?



How are you planning on paying this forward?



## The Mentee

“I DON’T WANT YOU TO SAVE ME. I WANT YOU TO STAND BY MY SIDE AS I SAVE MYSELF.”

SUSHIL SINGH

Think about this quote from both the mentor’s and the mentee’s perspective. Having all expectations placed realistically and fairly allows the relationship to blossom and be fruitful.

What would you (or do you) expect of the mentor?

What would you (or do you) expect of the relationship?

What do you think the mentee should bring to the mix?

## The Relationship - Part One

If you are a mentee, there are some aspects of the relationship that you need to think about when you meet your mentor:

Can you imagine yourself working with this person?

Do you have a synergy, do you create a comfortable atmosphere together?

Listen to your gut feeling - do you have positive feedback from there?

Do your personalities mesh or clash with one another?

## The Relationship - Part One

It is important to first reflect on one's circumstances and experiences to be able to acknowledge the need for help and guidance.



Which part of my professional life needs mentoring?

Do I need someone with a specific skill set?

Do I need to boost my self - confidence?

Do I feel stuck at work with a specific problem?

What are the most important characteristics I am looking for in a mentor?

## Mentoring or Coaching

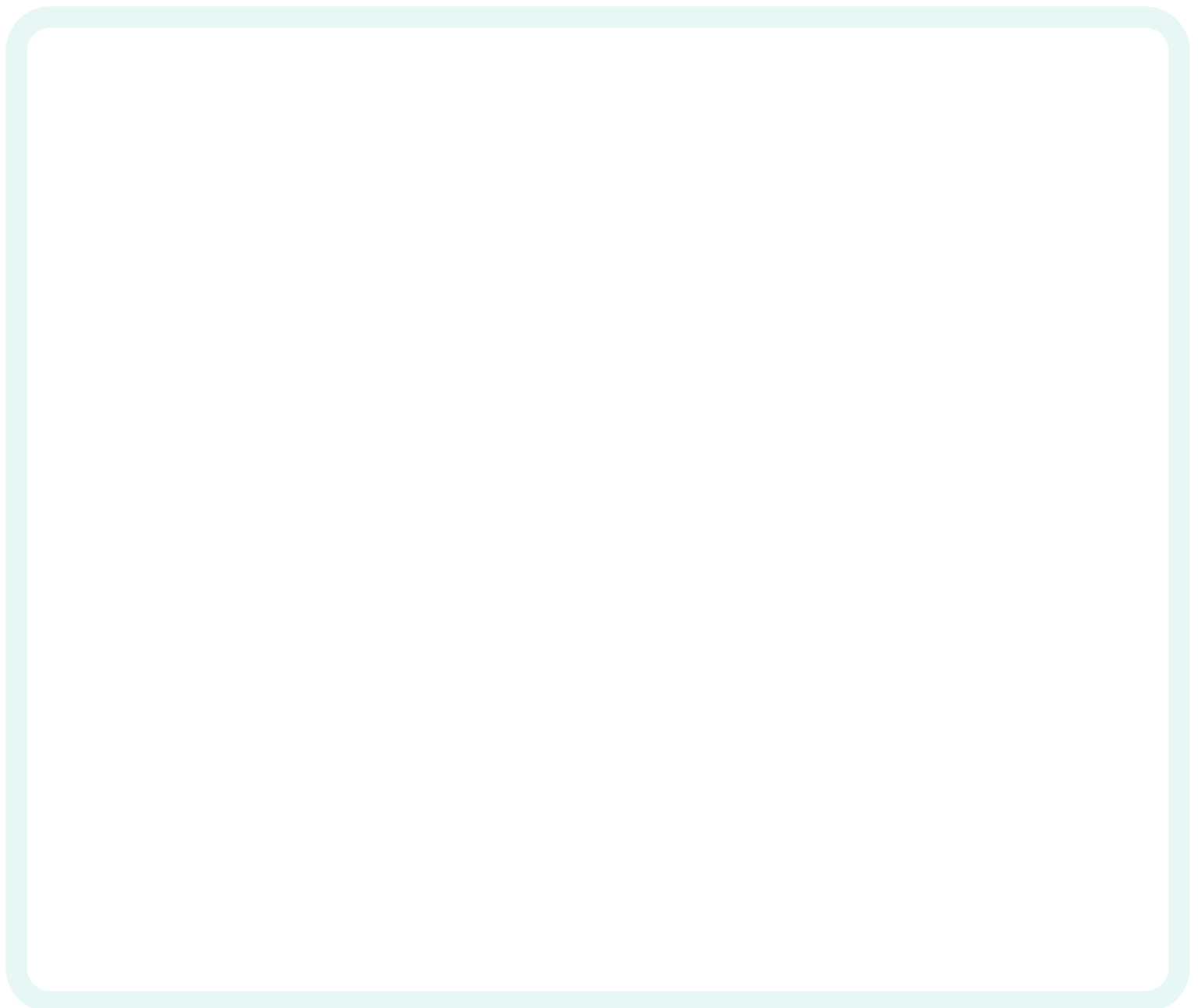
A new goal or an inspiring idea often comes from feeling 'stuck' or from a need for achievement, something new, or a wish to aim higher and grow in the process. Clients usually have a concrete goal in mind and the coach enables the client to make the change without giving advice.

Do you remember the case scenario?

'I want to climb Mount Kilimanjaro' says Tim, who has been too busy to do regular exercise and feels that he has not done much physical work. He has a GOAL. His goal is to climb Mount Kilimanjaro.

Reflect on Tim's story.

Have you been in a similar situation, if so, what steps did you need to take to start on your journey?



## Reflection in educational mentoring.

Complete this test as a self - reflection tool and ask your trusted friend to do it too. If you do not want him/her to see your scores, print out of this page and combine the results when you have them.

### Self - reflection test

5-strongly agree, 4-agree, 3-slightly agree, 2-slightly disagree,  
1-disagree, 0-strongly disagree

Questions	Personal rating	Friend's rating	Difference
I am a good listener.			
I am sensitive to the needs and feelings of others.			
I see many ways of solving problems, not just my own.			
I want to be part of the professional development of others.			
I enjoy and attend professional development and share my learning with others.			
My knowledge and experience are valued by others at work.			
I am familiar with the latest news and legislation and these inform my teaching and work.			
I am flexible in my thinking and able to adjust on to go.			
I work and teach with my mind/door open and welcome visitors and collaboration.			
Team members are interested in my professional ideas.			
I have strong connections to my colleagues/children/families.			
I have possible mentoring capabilities.			
TOTAL:			



## Reflection in educational mentoring - Evaluation of the test

How did you do?

A solid score of 42 or above (3.5 average/question) means that you have really good skills and there is room to grow: there is always room to grow!

We hope you have asked a trusted friend to take part in this.

If your results are the same or very similar, it means that you know yourself well, and both of you value your skills, personality and knowledge at the same level.

The two results will show that you are either...

- Too critical about yourself (if the friend scores you higher than you did) and this might show you also, that you may have skills that are valued higher by others than yourself.
- Exaggerating your skills and practices (if your scores are higher than your friend's).

If there is a difference between the results, investigate the reasons and find ways to address these - it is very important to know your strengths and weaknesses and you should be in a safe place to discuss these with your trusted friend.

Test adapted from Brooks, S. and Joseph, X. M. (2019) Modern Mentor, Times10: OH

NOTES

## Reflection in educational mentoring.

What are the reflective questions you should ask and honestly answer yourself before starting to mentor anyone?

Am I a good listener?

Do I enjoy learning about new strategies and ways of teaching?

Am I flexible in my thinking and what are my biases?

Am I open-minded and respectful about others' opinions and way and styles of work?

## The Relationship - Part Two

Read the questions and answer them after some time spent in reflection.

Have you entered a mentorship relationship yet as a mentee or a mentor?

If so, who is this person and what have you learned from them already?

What are the most important attributes of this person, what do they bring to the relationship?

What are your most important attributes you convey during your interactions?

## Setting goals and making plans

What do you think? Circle the answers you think are correct.

1.

Is becoming better at playing the piano a goal or a plan?

Goal

Plan

2.

Is losing weight a goal or a plan?

Goal

Plan

3.

Is being healthy a goal or a plan?

Goal

Plan

4.

On a Friday, not taking work home, cooking a meal for friends and doing something that is relaxing for you (reading, painting, watching TV). Is that a goal or a plan?

Goal

Plan

### Correct answers:

Is becoming better at playing the piano a goal or a plan? This is a goal.

The plan is to practise scales every day for 10 minutes and read sheet music three times per week.

Is losing weight a goal or a plan? It is a goal.

The plan is to exercise more, learn to eat healthily and be more active.

Is being healthy a goal or a plan? It is a goal.

The plan is to have vegetables every day, drink more water and exercise regularly.

On a Friday, not taking work home, cooking a meal for friends and doing something that is relaxing for you (reading, printing, watching TV). Is that a goal or a plan? This is a plan for your Friday night.

The goal is to maintain your good mental health and social circle.

## Setting goals and making plans

Spend some time over this task, putting your thoughts and ideas in here!

Reflect on your current situation and write your dreams and goals down. You can draw pictures, cut out magazine articles or make a list. Whatever you find the most effective for you. And for now, don't worry about how you will get there. Just let your dreams fly out of your heart and mind!

## Setting goals and making plans

How should you develop your plan?

People who plan for their goals tend to have long-term success, so this is the time for you to create a vision for your future.

### DRAW YOUR TIMELINE!

Include:

- where you are now
- the feelings you are having
- things you know right now
- the skills you have
- your job satisfaction level
- your finances
- your career opportunities and progressions .

*Paint a holistic picture*

# Setting goals and making plans

## Realising your plan

To reach your ultimate goal, you will have to break up your plan into short term goals, or steps you can take to reach your long term or ultimate goal.

You can use this table to draw up a draft plan, if you wish to give it a go. This will also aid progress management, although you may use your own paper based or online system of planning and tracking with your mentee/mentor.

My goal is		I will reach it by this date:	
I will do these short - term actions	By this date	I will need these resources, skills, learning etc.	I will celebrate success by:

I will evaluate my plan and goal on this date:

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Reflection, evaluation and learning that has happened:

## Communication and engagement

HOW does body language work and why is it so significant in communication?

You have seen the video on the App. Now we are encouraging you to think back on a similar situation that has happened to you.

What could have been done better in your personal experience?





## Personalities - finding ourselves and the right partner for a mentoring partnership

Do you need to work on any of these attributes?

Be someone who believes in others.

Be supportive and encouraging: two of the most endearing qualities you can have.

Keep your humour: make people laugh and your lightheartedness will naturally attract others to you.

Be a conscious listener: be genuinely interested, ask questions, remember details.

Integrity and respect: be honest and true to your word. It will bring you the admiration, respect and gratitude of others.

Check your attitude: be kind and upbeat to light up a room with positive energy. Smile and see the best in people.

Meet new people: especially those unlike you. Learn about different cultures and alternative ways to broaden your horizons.

Master the art of conversation: share what you read and learn; it's refreshing to learn from others.

Have an opinion: a unique outlook expands everyone's perspective.

Make time to read more and expand your interests: this makes you more interesting to others.

Be your authentic self: not someone else. Express your uniqueness to be more interesting.

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WRITE YOUR NOTES BELOW:

## Communication strategies

Important questions from the movie 'LEAP'.

Please answer every single question. Take your time. No rush. This may be one of the hardest tasks in this journal.....

- If you believed in yourself, what difference would it make?
- What does moving towards your goal look like?
- What do you want to achieve, what is your vision?
- How can you let go of the past?
- How can you make peace with what is right now? What would it take to make peace now?
- What is the first item on your plan?
- What advice would you give to yourself? If you were given the chance of coming back to your younger self, what would you stop yourself doing?
- What could get you really excited? You may want to be a game changer - but do you actually know what game you're playing?
- What is your greatest fear and what are you going to stop being afraid of?
- What do you need to change in order to succeed?
- Who do you need to forgive?
- What do you need now to go to the next level?

When you have answered all the questions, just sit with your answers and breathe.

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WRITE YOUR ANSWERS BELOW AND ON THE NEXT PAGE.

## Mentorability

Please jot down words that come to your mind when you think about the mentee and his/her role in the mentoring relationship.

Fill out the first column on the left, then complete the Petal and come back to fill out the second column on the right.

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“THE MENTOR - MENTEE RELATIONSHIP IS IDEALLY LIKE THAT OF THE GURU AND DISCIPLE. MOTIVATED BY THE DESIRE OF THE GURU TO IMPART KNOWLEDGE TO THE DISCIPLE.”

VIVEK WADHWA

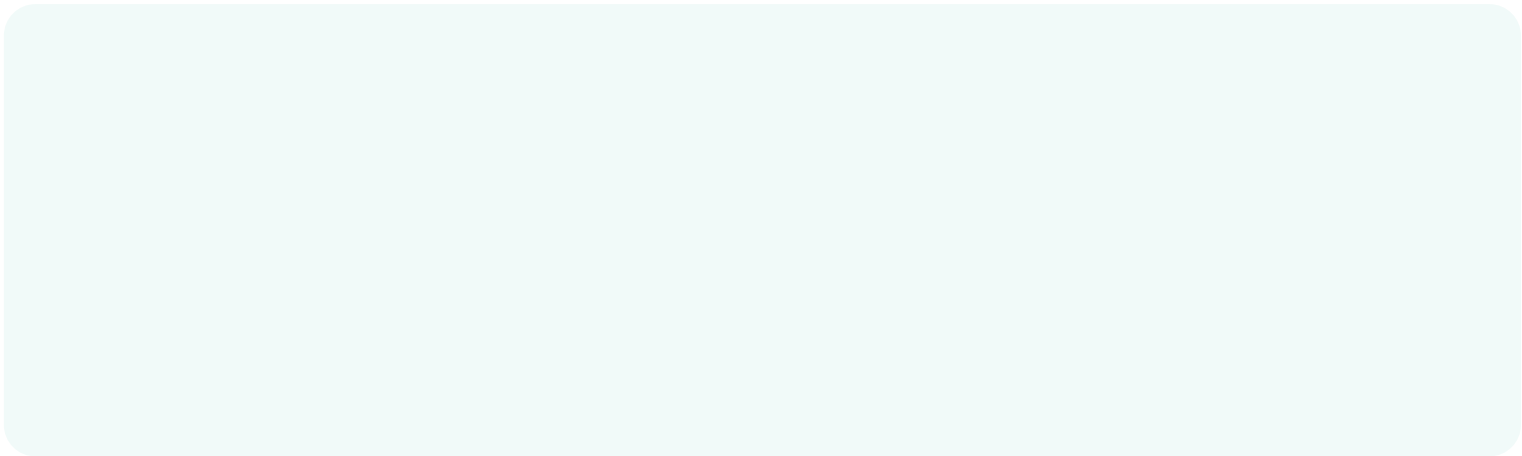
## Peer Mentoring

If you had the opportunity to take part in an initiative that establishes a mentorship program....

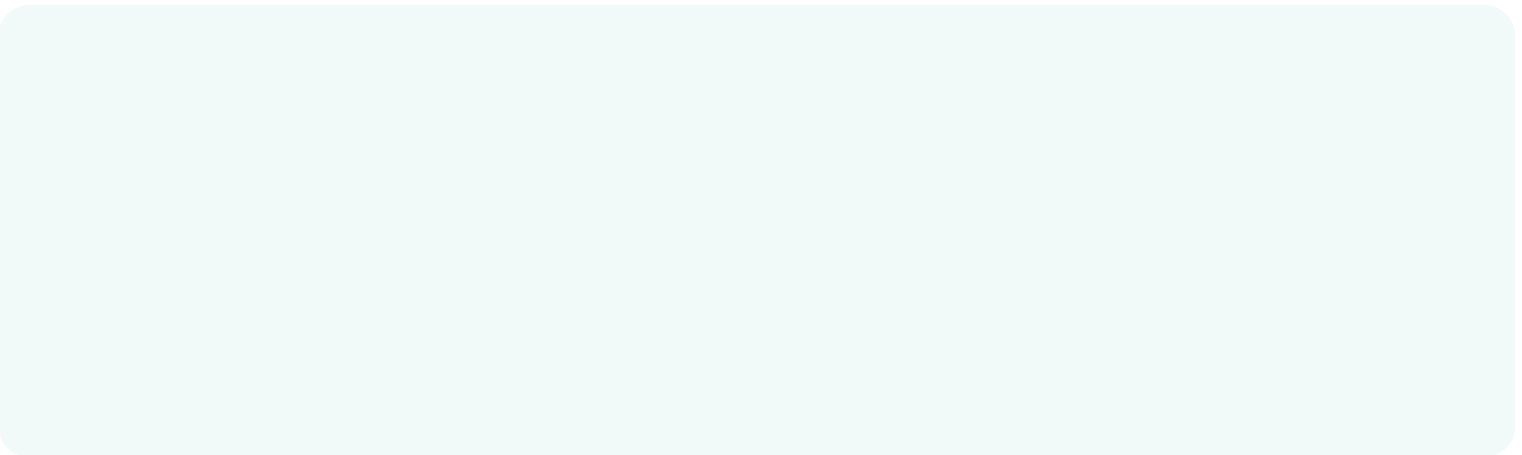
What would be your strengths and weaknesses?



Where does your expertise lie, how could you help others most effectively?



What are the areas you would need help with?



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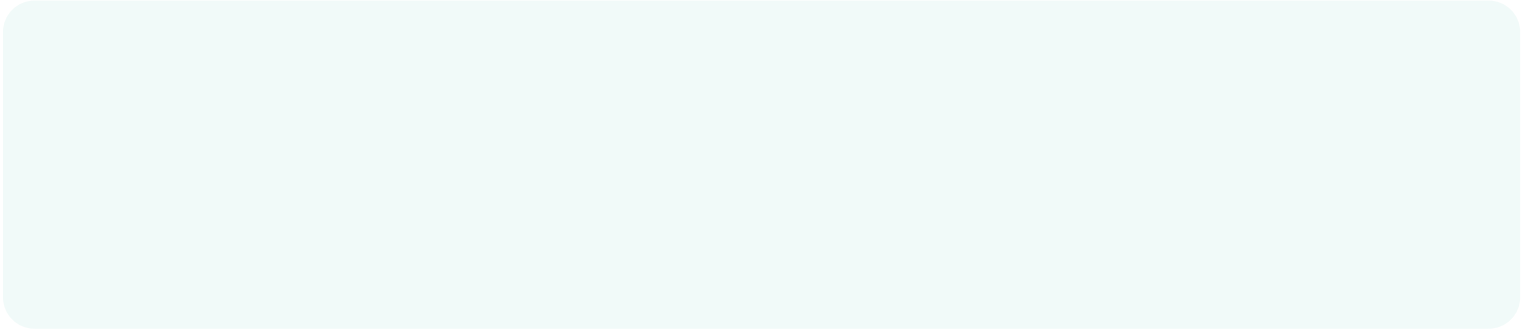
"LEARNING IS A PROCESS WHERE KNOWLEDGE IS PRESENTED TO US, THEN SHAPED THROUGH UNDERSTANDING, DISCUSSION AND REFLECTION."

PAULO FREIRE

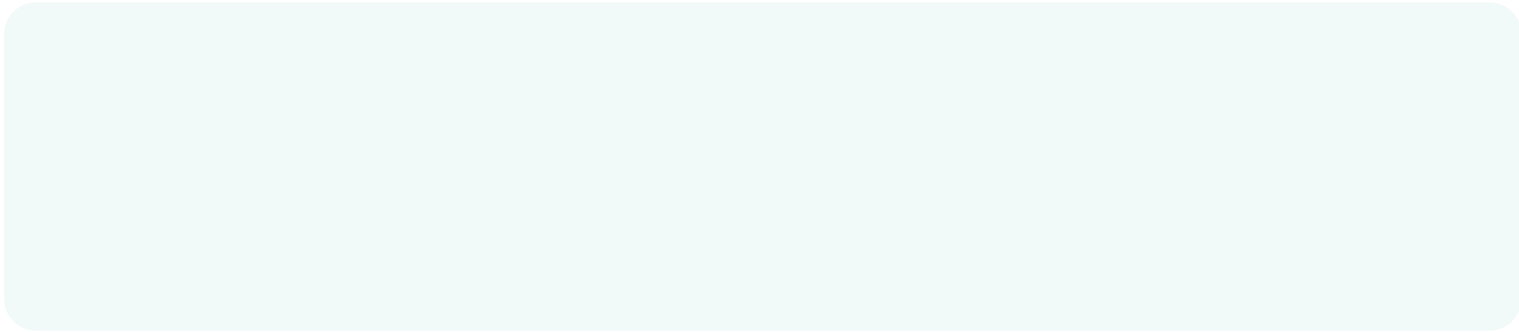
## Listening

Please think back on a conversation where you could have done better in listening or responding to what was shared with you.

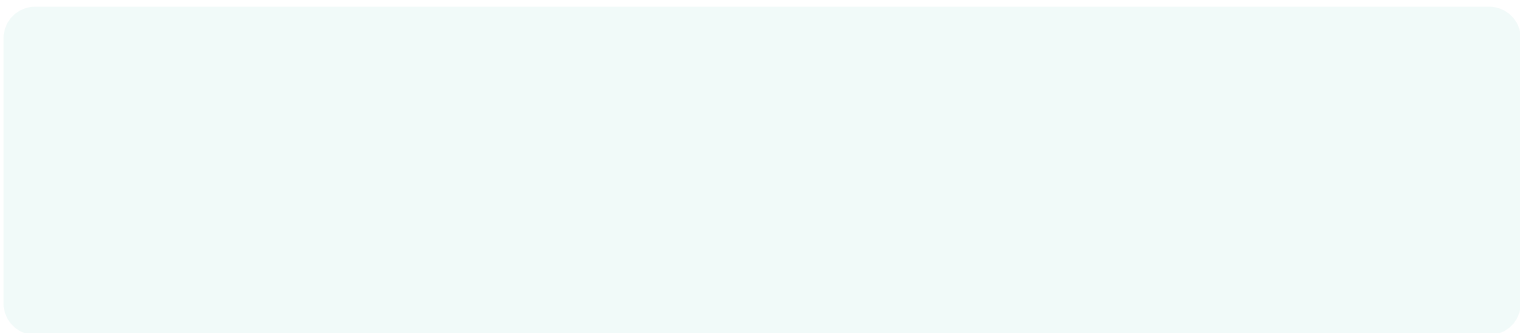
How do you think this made the other person feel?



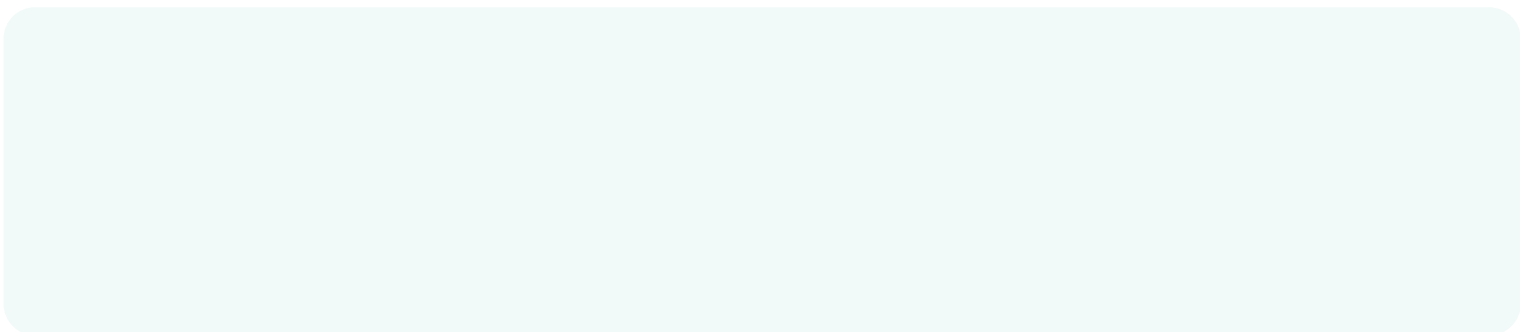
How helpful were you to this person?



If there was a 'next time', what did you change?



What will you change and what will you stop doing?



## Vulnerability and courage

Jot down what is outside of your comfort zone and try to go for those goals!

Will you be scared? - Yes.

Will you be nervous and think you have forgotten all your lines? - Yes.

**BUT DO IT ANYWAY!**



Get out of your  
comfort zone  
now!

## Awareness and mindfulness

These five core skills interrupt the disruptive emotions that undermine your life: stress, anxiety, depressive thoughts, worry, and anger, to name just a few. By interrupting these energies when they are active you can literally begin to change your brain. With practice over time, you can experience more confidence, creativity, and well-being in your life.

What are you seeking to transform?

When was the last time you concentrated on the taste of the food you ate?

How many times do you allow that niggly thought creeping back into your mind to disrupt you?

What is it that you want to have as the focus of your attention right now?

What was the last thing you beat yourself up about?

## Conflict resolution

Is there a way to learn from conflict and its resolution?

Please think carefully and intently about something that happened to you and someone else.

How did this make you feel?

In hindsight, was there a way to avoid the situation altogether?

Do you think it could have been handled in a better way?

What did you learn from the situation?



## The importance of time

What do you think you are doing with your time?

Use this space to doodle, write keywords, whatever feels right for you...



## What do you actually do with your time?

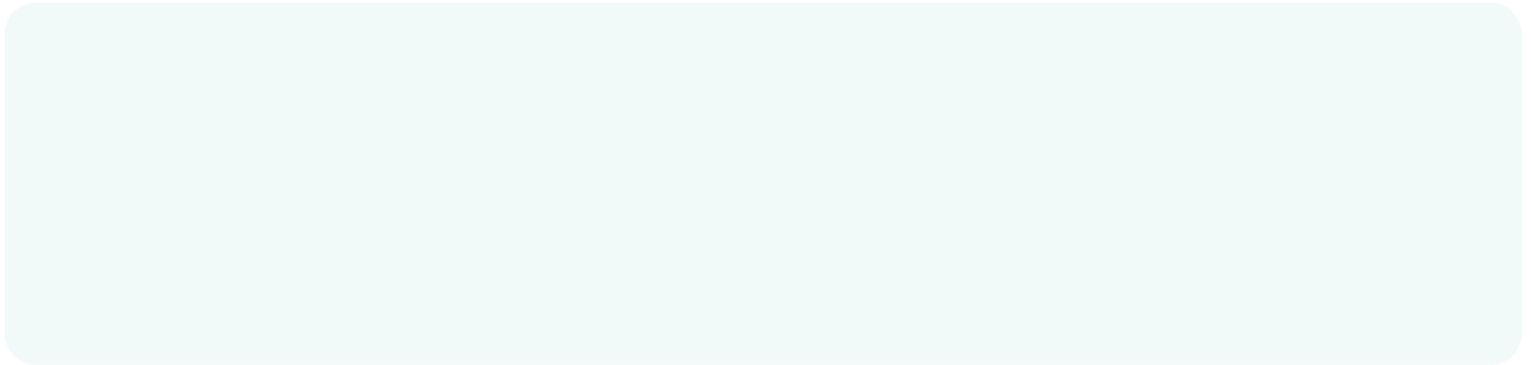
We encourage you to start filling out the table on the next page (honestly) for each day and carry on with this for a week or two (you can photo copy or print this page only multiple times so that you have enough for a couple of weeks). You will start to see patterns forming about your habitual activities and this will make you aware of how much time you are spending on certain aspects of your life. You can draw a conclusion about which activities to keep, which one to increase or decrease. You may find that you spend far too much time on social media, instead of meeting up with your friends in person or online. This table will be useful for work related decision making too, as if you are manager of a setting, you may realise that you spend a lot of time 'training' your staff instead of leading your provision to the future.



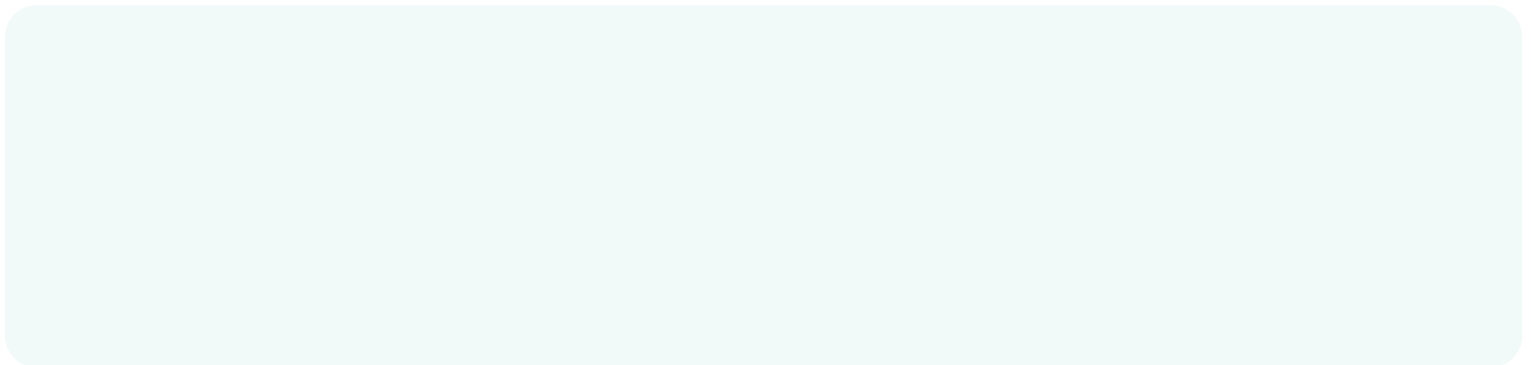
## Stress

Think about a time when you felt stressed.

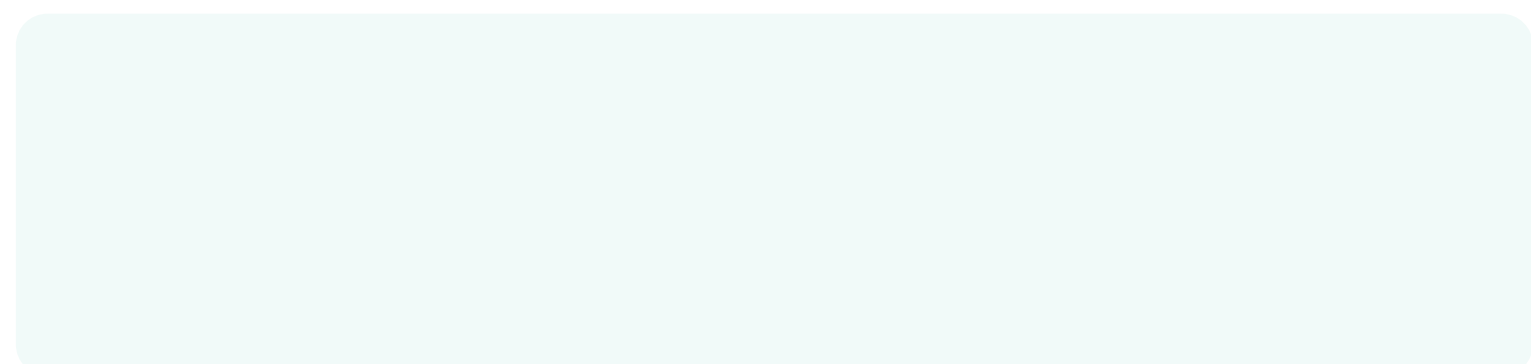
Was this an acute stress or did it last a long time?



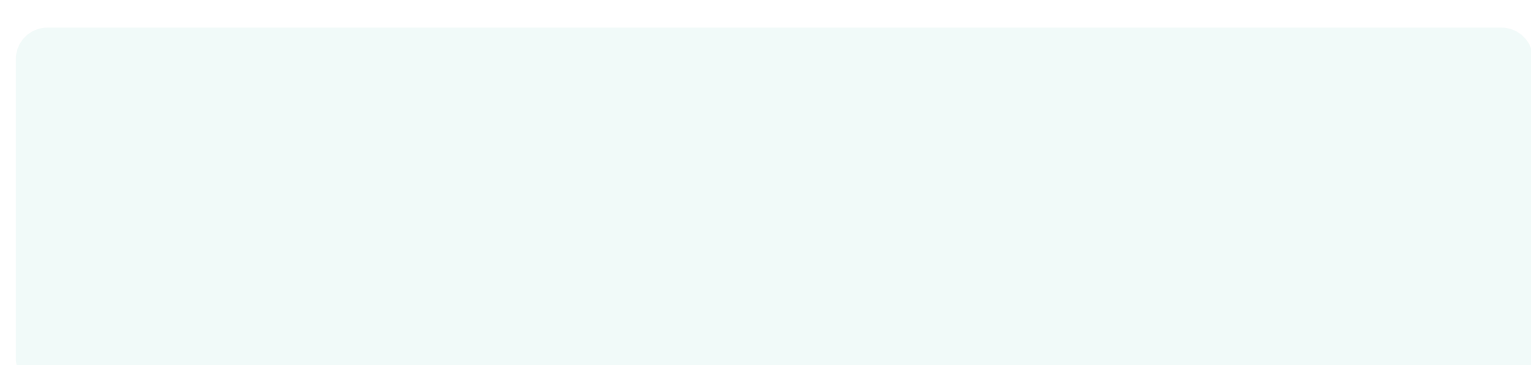
How did you deal with it then if you did at all?



What caused it and what kind of symptoms did you have?



Have you been avoiding the same stressors to save yourself some unnecessary stress?



## Implementing Change

Think about a personal or professional experience/incident that you have allowed to get really quite bad before change was inevitable. Please do this in a kind and compassionate way, do not beat yourself up about it again. When we are in a compromised situation, we do not always see that change is needed or at all possible.

Describe the situation to yourself, try to be as specific as possible.

How was it solved, if was...it may be still ongoing.

What kind of feeling does this memory wake in you?

How did you feel afterwards? Or what kinds of feelings are you expecting once change has been implemented?

## Beliefs about ourselves

Do you know yourself?

“Know thyself” was Socrates’ personal motto. We have extensively talked about personalities in another Petal and encouraged you to carry out personality tests and develop awareness of yourself and your behaviours, reactions.

Getting to know yourself is a life-long, continuous project that begins with self-awareness and introspection (self - observance).

So, do you really know your strengths, weaknesses, preferences and desires?

List your most desired and less desired characteristics. You can do the same with likes and dislikes.

Strengths

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Weaknesses

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Likes

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Dislikes

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## Beliefs about ourselves - Each of us is different!

We wanted to give you some ideas to get you started with listing your positive qualities.

Here are just a few suggestions of things which may apply to some of us (you can circle the ones that apply to you and add your special attributes to the word cloud)

appreciative trusted determined  
friendly nature listener outdoors  
person avid considerate active  
buff reliable humorous funny movie  
health-conscious adventurous charitable  
praise organised diligent animal-lover  
enjoy resourceful reader strong  
creative able artistic loved  
others well-travelled  
house-proud responsible

### A BONUS IDEA - IF YOU HAVE BEEN ENJOYING JOURNALING!

You can also start a self - acknowledgement journal (if you are very busy already, do that after you have completed this one :-)), where you recall events and situations where you demonstrated your positive attributes. It could be a 'POSITIVE YOU' Journal.

Each day, set out to record three examples from your day, which illustrate certain positive qualities you have. Write exactly what you did and identify what positive attribute it shows in you.

For example:

'I reached out to my colleague, who need a listening ear when she went through some difficult times.' (Good listener)

'I helped a new teacher with her observations and we have organised her folders together.' (Thoughtful, helpful)

Doing this will take some time, but is well worth the effort. Noting down the specific incidents that illustrate your positive qualities will allow the list to have an impact on your view of yourself, making it real.

Adapted from: Centre for Clinical interventions

## Beliefs about ourselves

What is important to you and what do you value?

You might find questions here that you have NEVER asked yourself.... (this is the full list, continued from the App)

- Philosophy of life: How do you see life and what do you find meaningful?
- Cars: What kinds of cars do you want to drive, if any?
- Architecture: what kinds of houses and buildings do you like?
- Furniture: what are your favourite periods or style of furniture?
- Geography: your favourite landscapes; beaches, mountains, forests?
- Season: which of the seasons is your preference and why?
- Food: what are your favourite foods to eat and cook?
- Movies: what types of movies do you prefer?
- Books: what kind of books do you enjoy reading?
- Love relationship: what do you want in a love relationship? Who is your ideal person for you? What are their characteristics?
- How do you treat and connect with others?
- Friends: what kind of friends are you attracted to?
- Conversation: what are your favourite topics for discussion and with whom?
- Religion: What are your religious or spiritual beliefs?
- Fashion: what is your style of clothing?
- Music for listening: what kinds of music do you like listening to for pleasure?
- Music for dancing: what is your favourite dance music?
- Leisure: What do you like to do in your leisure time –read, play games, sports?
- Exercise: what is your favourite kind; walking, jogging, weights?
- Restaurants: where do you most like to go?
- Vacation: What is your ideal vacation or getaway?
- Sports: which do you enjoy playing? Which ones do you like to watch?
- Color: What is your favourite and which one looks best on you?

(From the Centre of Clinical Intervention, AU)

USE THE BACK OF THIS PAGE TO ANSWER ALL OR AT LEAST SOME OF THE QUESTIONS FROM ABOVE.

## Professionalism, safeguarding and confidentiality

Let's see what you think about the following...

What makes you a professional?

- Is it your training and educational background?
- is it your behaviour?
- is it the way you speak and communicate with others?
- is it your problem solving capability and dynamic attitude?

Feel free to brainstorm in the space below...



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“PROFESSIONAL IS NOT A LABEL YOU GIVE YOURSELF - IT IS A DESCRIPTION  
YOU HOPE OTHERS WILL APPLY TO YOU.”

DAVID MAISTER



Passions, aversions, bias

Please fill in the table below.

Do you have any matching items? Do some of your enthusiasms match what you do for your work? Or does your work mirror your aversions?

Circle them, colour them in, highlight patterns if you can - and think about what you could do, where you should be, do you need to change anything?

Me			
Passions			
Aversions			
Biases			
My work			
My dreams			

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“PROFESSIONAL IS NOT A LABEL YOU GIVE YOURSELF - IT IS A DESCRIPTION YOU HOPE OTHERS WILL APPLY TO YOU.”

DAVID MAISTER

## The Relationship - Part three

If you have become involved in a mentoring relationship during this programme, reflect on your experience as a mentee or mentor.

How would you rate your experience as a mentor or mentee? 1 2 3 4 5 6 7 8 9 10

What were the most beneficial aspects of the mentoring journey for you?

What aspects of the mentoring could be improved?

What other support, if any, do you think would have helped you?

What is your overall feeling about this experience?

How could you be a better mentee or mentor?

## Your experience of the Mentoring App

Reflect on your experience with the App and with the journal...

share your feedback on [info@villageglobaleducation.com](mailto:info@villageglobaleducation.com) we are grateful for all your comments as they make us grow.....

# CONGRATULATIONS

YOU HAVE COME TO THE END OF YOUR REFLECTIVE JOURNAL!

KEEP UP YOUR HABIT OF JOURNALING AND LET US KNOW HOW YOU ARE  
DOING!

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It takes a village to raise a child



# MENTORSHIP BLOSSOM

IF FOUND, PLEASE KINDLY RETURN IT TO:

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.....

OR CALL:

.....

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"WE DO NOT LEARN FROM EXPERIENCE... WE LEARN FROM REFLECTING ON EXPERIENCE."  
JOHN DEWEY

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SCAN ME

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