

An active listening mentoring activity

This is what you do...

1. Form into Triads – groups of three
2. Person A speaks for up to five minutes on issues of relevance to mentoring, summarising personal experiences, feelings, observations of others and thoughts on their own specific strengths and areas in need of development.
3. Person B uses some of person A's words to show understanding of the key messages by validating and rephrasing what was said.
4. Person C provides feedback on B's paraphrasing and validation.
5. Repeat the process so you all have experience of the three roles.
6. When all three rounds are complete, discuss as a triad why you feel validation and rephrasing is a powerful communication skill essential to a skilled mentor
7. Return to the main group share, and capture learning from the activity.