

Challenge

What is the purpose of challenge?

- To help someone gain greater self-awareness (eg of inconsistencies in what they say; of how they come across; of what appears really to matter to them; of themes or patterns in their behaviour; of things they sometimes overlook; of underlying values or beliefs which underpin their behaviour)
- To focus on what is implied
- To provide new information to help the person to open up their range of possibilities
- To offer directives
- To provide tools that can be used for self-discovery
- To provide and encourage reflection on a similar experience of the mentor's

Some types of challenge

- Suggesting different perspectives / options
- Confronting (eg incongruities, smoke screens, rationalising, delaying, avoiding)
- Immediacy: what is happening now / what patterns do you see emerging?
- Identifying themes / underlying principals / (repeated) sticking points
- 'Tying together'
- Providing information
- Giving directives
- Offering self-disclosure
- Providing tools and exercises

How might you challenge?

- Be tentative
- Keep the perspective you are offering close to the message the mentee is conveying: don't make wild speculations!
- Be concrete
- Don't blame
- Be open to being challenged yourself

Some words that can be helpful in challenging

- I've noticed....
- I wonder if....
- Perhaps....
- From what you've said....
- Would it be useful to....