

Using The Skill Sets

The Skill Sets in the Guide support mentoring individual skills, tools, and concepts. The following is a brief look at the process of using the Skill Sets.

- 1) Engage with your Mentor
- 2) Look at the Scaling continuum and consider where you would currently scale yourself
- 3) Discuss with your mentor how the scaling continuum can help you plan to improve your practice
- 4) Look at the Assessment and Planning Worksheet and discuss the following with your mentor:
 - a) your strengths and needs around the particular skill
 - b) the desired results you want from the mentoring experience
 - c) the steps to achieve your desired results
- 5) Look at the practice opportunities and consider activities that you might want to use to learn and teach the skill
- 6) Develop a working agreement (mentoring plan) for your mentoring experience around the particular skill to be mentored. Include in that plan:
 - a) Practice the skill on a co-worker, mentor, or friend
 - b) Shadow your mentor or another experienced worker
 - c) practice with a family
 - d) feedback at each step
- 7) Implement your plan
- 8) Reassess if your plan is not meeting your desired results
- 9) After the completion of shadowing and practice, reassess and plan for your continuing growth; areas to consider might be:
 - a) ways to retain and increase the new skill
 - b) integrating the skill into the way that you work with families
 - c) skill improvement activities, goals, and timeframes
 - d) the parallel process of mentoring families
 - e) activities to use with families to teach them the skill within the context of the family
- 10) When you feel successful with a skill you may wish to review the Scaling continuum and work towards becoming a mentor