

Networking & Mentoring



Feeling fully supported



Choose an image that reminds you of a time or an event in your personal life when you were well supported by your peers, family or friends. How did it feel to be well supported?

- What would help you feel fully supported at work? (Add your ideas into the tablets)

The Wise Advice Game



Think of what gets in
the way of feeling
supported in your own
context



Draw an abstract
representation of the
problem on a post-it
note



Stick it on yourself



Walk around giving
advice to others based
on what you think their
drawing represents

The Wise Advice Game

- Walk around and greet at least two or three people from other tables.
- Give them advice on how they might proactively do something about their abstract problem.

One Rule:

Do not disclose what the abstract drawing represents

Pair & Share

Back at your tables...

- What if you applied the same advice you gave others, to yourself?



Polarities are...Interdependent value pairs that need each other over time.

Inhale & Exhale

Work & Leisure

Stability & Change

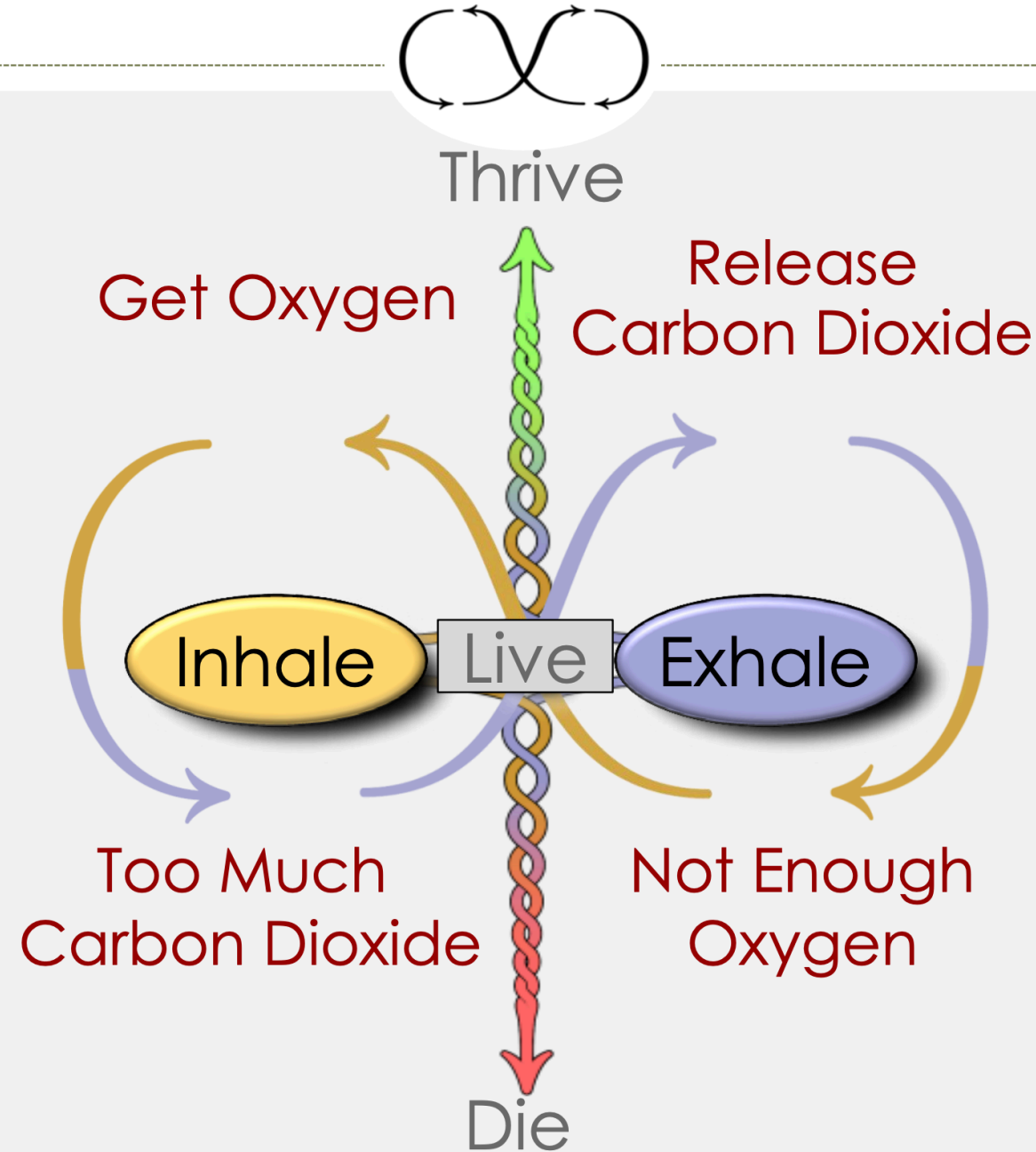
Data & Intuition

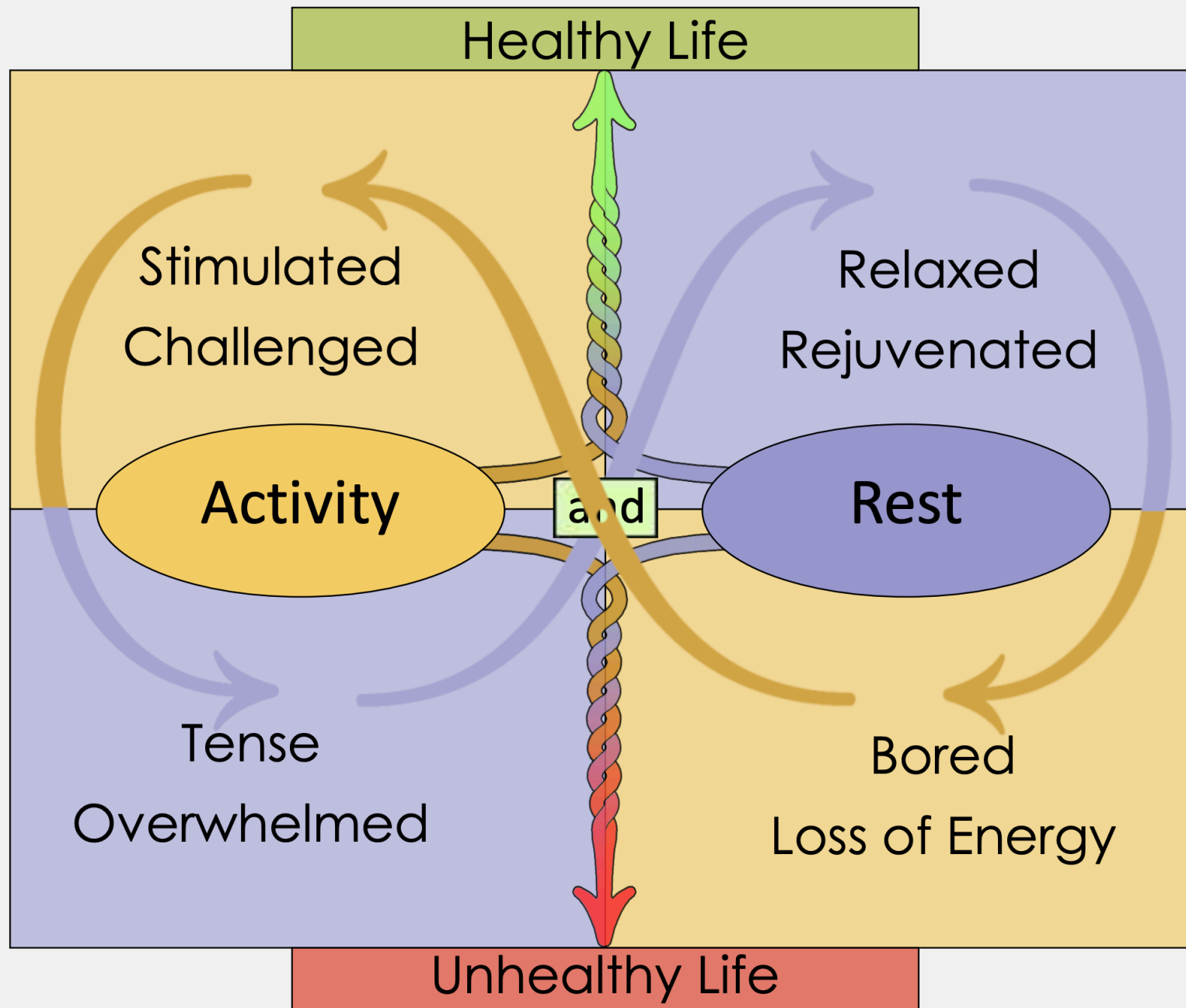
Knowledge & Discovery

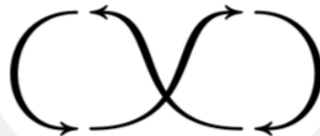
Quality & Cost

Activity & Rest

Happiness & Sadness







Problems to Solve

They are not ongoing, like $4+4 = 8$. You can decide and move on – there is an end point.

They are solvable by making a choice among alternatives.

They have to do with positions, actions and solutions

Polarities to Leverage

Like inhaling and exhaling – polarity energy is ongoing in the system – there is no end point as long as the system is functioning.

Like inhale and exhale, you cannot solve polarities by making a choice.

They have to do with underlying values.

Mapping Guide

GPS = Greater Purpose Statement

Why?

Result of both
upside quadrants

Positive
Results of
Focusing on
the Left Pole

Neutral or
Positive
Name of
Left Pole

Negative
Results of
Over-focusing
on **Left** Pole to
the Neglect
of **Right** Pole

Resilience*

1.

2.

3.

Be self-
sufficient

and

Seek peer
support

1.

2.

3.

Positive
Results of
Focusing on
the Right
Pole

Neutral or
Positive
Name of
Right Pole

Negative
Results of
Over-focusing
on **Right** Pole
to the
Neglect of
Left Pole

Burnout

Deeper Fear
Result of both downside
quadrants

* Thanks to John Scherer, Center for Work and the Human Spirit

Early warning signs are...



- Measurable indicators (things you can count) that will let you know that you are getting into the downside of the left pole.

WHAT ARE THE EARLY SIGNS THAT YOU ARE OVERFOCUSED ON BEING SELF-SUFFICIENT?

PRACTICE DOESN'T MAKE PERFECT
PRACTICE MAKES HABITS

And habits can be positive or negative

PRACTICE DOESN'T MAKE PERFECT PRACTICE MAKES HABITS

1. What are all the actions you can take to build a habit of connecting with your peers?
2. Add your action ideas into the tablets.

Taking it forward

1. Review all the ideas.
2. Choose one thing you can do within the next 24 hours to maintain your connections to one another.
3. Write it down as a reminder to yourself.



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