



Supporting mentoring relationships during COVID-19

by Scheme Trainer Alexis Hutson

Over the last four weeks I recognise that the content of the coaching and mentoring conversations that I have has understandably changed.

This resource is therefore intended to support you in how you may need to adapt your conversations and maintain the mentoring relationship throughout this period.

The three questions used here are ones that I have found to be particularly stimulating and supportive and I use them to sign post you to other online material that may be helpful to your formal and informal mentoring conversations.

This is produced from the perspective on [modern developmental mentoring](#) acknowledging that active listening is central, and that the intention is to get the best out of each other.

Q1: How are you physically?

People often ignore physical signs that might alert them to issues that need addressing.

Q1: Follow on

How's your sleep?
How are you staying active?
How is food keeping you healthy?
Any aches and pains?
What do you need to pay attention to?

Q1: Further resources

- [General wellbeing](http://www.gov.ie/en/campaigns/together)
www.gov.ie/en/campaigns/together
- [WHO – Happiness help](http://projecthappiness.org)
projecthappiness.org

Q2: How are you emotionally?

People need to connect with their feelings and acknowledge the impact they may be having.

Q2: Follow on

Which emotion is affecting you now?
Are you noticing anxiety, grief, worry etc?
Are you being hijacked by any feelings?
Are any feelings helping or hindering you?
What do you need to acknowledge and accept?

Q2: Further resources

- [Face COVID](http://www.actmindfully.com.au/wp-content/uploads/2020/03/FACE-COVID-eBook-by-Russ-Harris-March-2020.pdf)
www.actmindfully.com.au/wp-content/uploads/2020/03/FACE-COVID-eBook-by-Russ-Harris-March-2020.pdf
- [Psychological safety](http://www.brilliantminds.co.uk/the-scarf-model)
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Q3: How are you cognitively?

People's ability to think well is impacted by their physical and emotional wellbeing.

Q3: Follow on

What works for you in terms of focussing on work?
What do you need to start, stop or continue doing?
How does this impact your purpose or goal?

Q3: Further resources

- [Coping with change](http://www.mindtools.com/pages/article/bridges-transition-model.htm)
www.mindtools.com/pages/article/bridges-transition-model.htm
- [Connecting with your values](http://www.alexishutson.com/wordpress/?p=1236)
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NB Mentoring can be therapeutic; but it is not therapy.