Mentor Pre-Observation Conversation Guide

Five Facilitator Coaching Moves

* Paraphrasing
* Clarifying Questions
* Paraphrasing with Interpretation
* Mediational Questions
* Summarizing Statements

| Suggested Components | Notes |
| --- | --- |
| Purpose/Rationale   * Observations are for the benefit of the mentee * Highly valued part of the Oregon Mentor Program   **Conditions**   * Confidential * non-evaluative, growth oriented   **Joint/Shared Decision Making**   * + Jointly decide on date, time, setting for observation   + Jointly decide on date, time, setting for debrief session as soon as possible   + Invite mentee to share what she/he may want you to be sure to notice/observe   + Share or jointly decide the observation tools to be used   Summarize decisions |  |