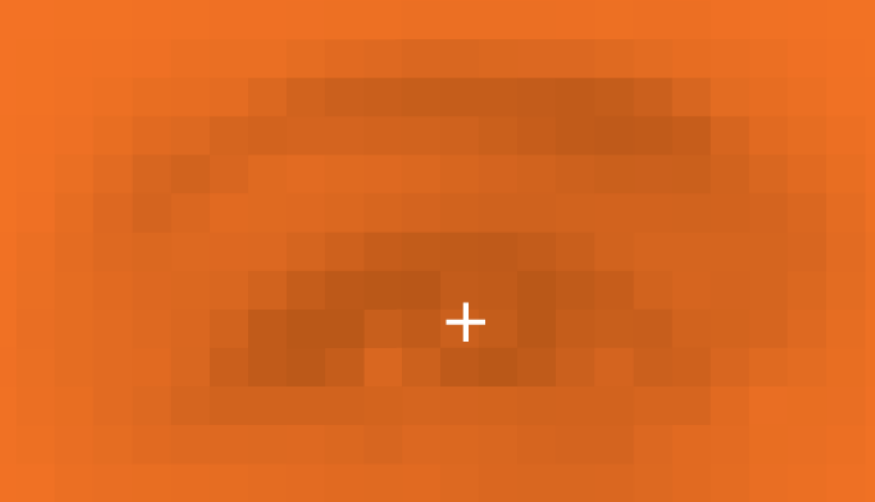


positive eye

welcome



Strength-Based Approach to Mentoring and Career Development:

A collaborative look at success factors that drive excellence and achieve results

**“IMPERMANENCE –
OUR WORLD...
OUR INDUSTRY...
OUR LIVES.....”**



Looking at today, which part of the healthcare industry do you see as most unpredictable?

**Government regulation
Insurance controls
Economic instability
Aging population**

EXCUSES



SHARING THOUGHTS

Instructions: Pick a partner and ask the following question. You will both have 5 minutes to discuss your comments with your partner.

Reflecting on the video clip, what excuses hold you back from taking the necessary steps to progressively move your career development and mentoring forward in this new global environment?

“TADAP”

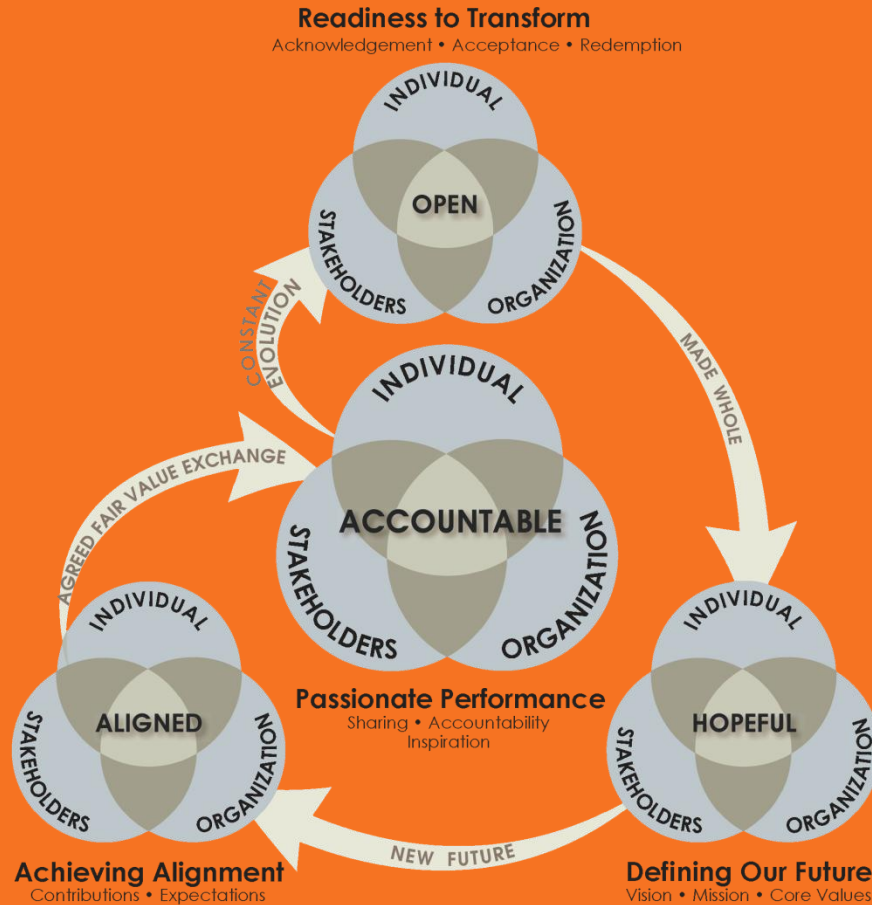
Change Process Model

- Transformation
- Acknowledge
- Define
- Align
- Perform

TADAP™

Change Process Model

Transform · Acknowledge · Define · Align · Perform



“ Strength-Based Mentors are –
leaders who catalyze
the creation of..... ”

A compelling vision
Identifies targets for change
Guides the development of a plan
Builds and aligned sense of urgency
Ensures the governance of the system

Strengths – at ones core!



“My grandmother had total focus, an attribute that deeply impressed me. She also had the ability to make me feel like I could do anything; that I could be a leader. ***She focused all of her positive spirit on me.***”

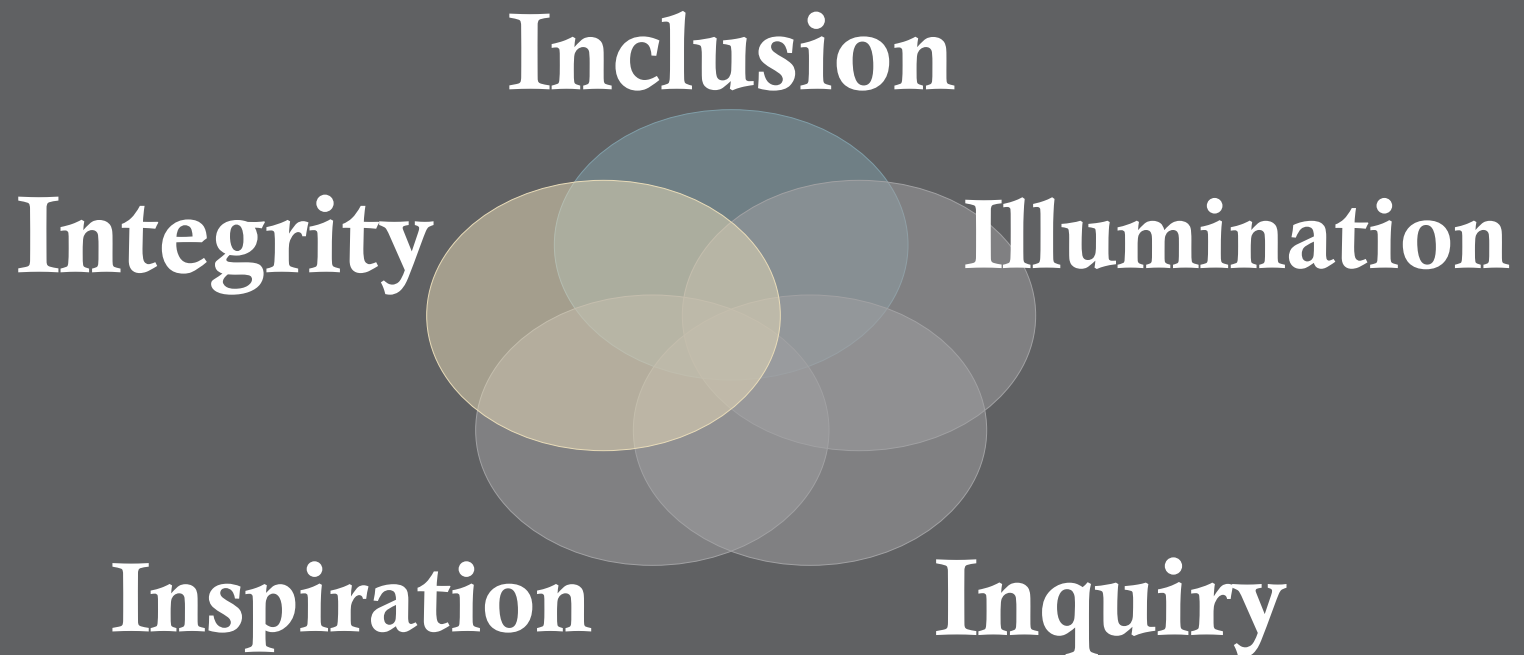
Justice Sandra Day O'Connor

“ 5 attributes of Strengths-Based
Mentors.....”



Inclusion
Inquiry
Illumination
Inspiration
Integrity

Reflect on your 5 Attributes of Strengths-Based Mentoring



Inclusion – Engages Others in Co-Creation

- People commit to what they help create
- Everyone deserves a voice in the future
- Creates a culture of engagement
- Engages with others



Inquiry – Uses Questions to Learn and Innovate

- Knowledge, identity and success are socially created
- Inquiry generates learning, wisdom and social innovation
- Curious rather than right
- Asks provocative questions



Illumination – Brings out the Best of Others

- Recognizes everyone has unique strengths and gifts to contribute
- Recognizes that aligning strengths is more effective than fixing weaknesses
- Creates a positive emotional climate
- Is an incredible coach and mentor



Inspiration – Fosters Hope for a Better World

- Hope is the source of all action
- Hope requires positive images, strategy and efficacy
- Articulates an evolutionary purpose
- Liberates power and self organization

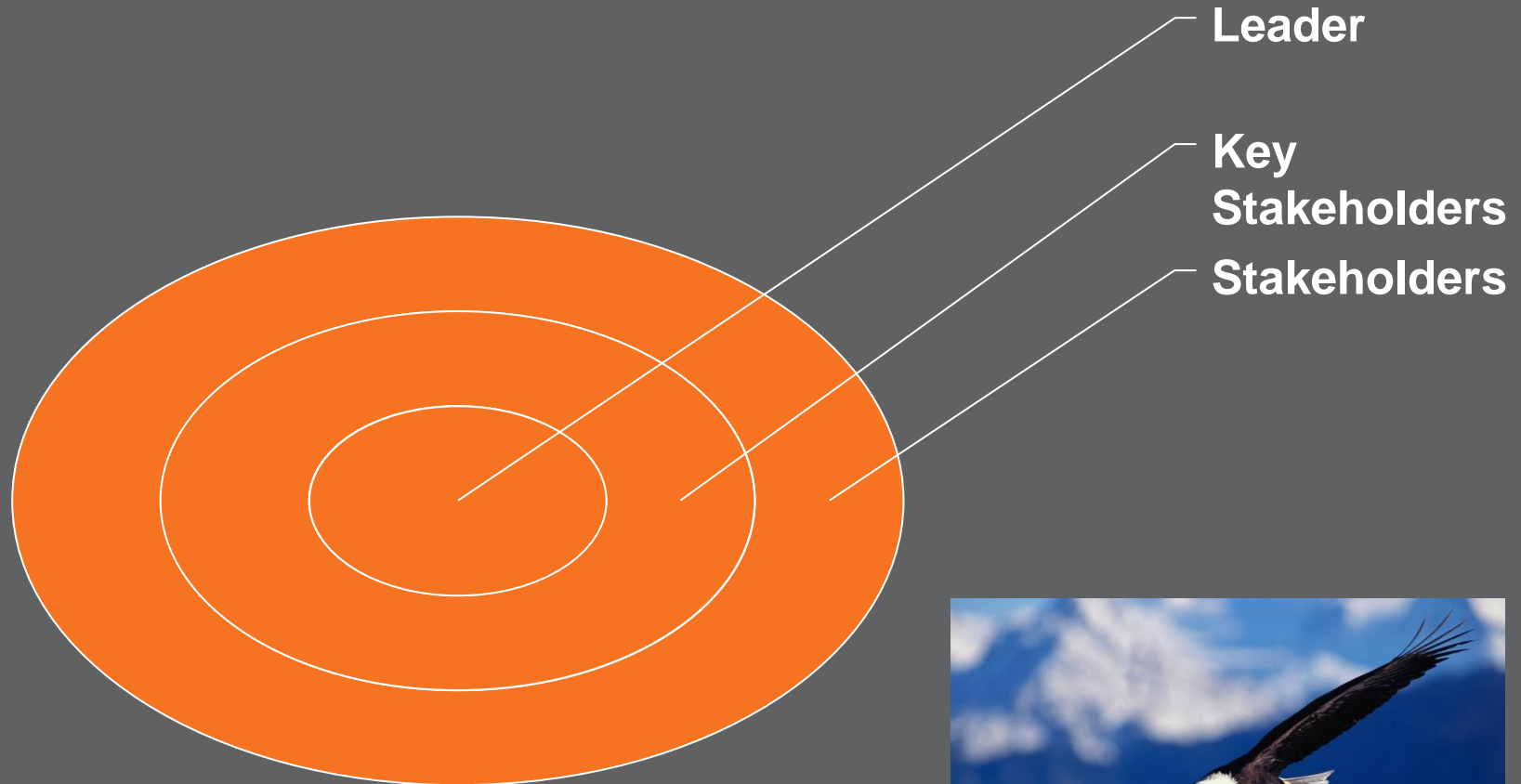


Integrity – Exemplifies Relational Wholeness

- All life is interconnected: no one wins unless everyone wins
- Integrity means honoring everyone's values, strengths and spirit
- Committed to wholeness
- Balances the “triple bottom line” – people, planet, performance



My Mentoring Sphere of Influence and its impact on my Career Development?



**“ Strengths-Based Mentors
reflective thoughts..... ”**

**What matters most to you as a mentor?
Who are the people and/or causes that you mentor?
How does this affect your career development?**

Where do I go from here?

- **Assess my current level of Strength – based mentoring skills: the 5-I's of Leadership**
- **Where do I want to be as a strength-based mentor? What does my career development look like?**
- **Assess the gap.....strategize and set an action plan to be on the path that you desire to be!**
- **Dive in, start today...**



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thank you

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