

### Mentoring programme - Understanding Personality and its Impact - Stage Three

Tuesday 21 November 2017, tp bennett, One America Street, London SE1

Host: Pranvera Vula  
Course Leader: Tracie Carr-Middleton



This Stage Three, evening's mentoring workshop, was again held at tp bennett's One America Street HQ and was led as before by our marvellous trainer **Tracie Carr-Middleton**. This series of workshops designed to guide the Chapter's embryo mentoring programme has been, for those who attended, an absolute triumph. We have learned the difference between mentoring and coaching (mentoring is much more of a 'sounding board' operation), we have learned about active listening, and in this session we learned how to assess a personality (our own as much as others') and then how to use that knowledge to get the best out of any mentoring relationship, either as mentor or mentee.

This particular session included both mentors and mentees, all of whom had had at least one meeting. We were each asked to complete a form, a self-assessment questionnaire. The results from this questionnaire were then used to determine how we each interact with others in everyday situations and to help us reflect on at least one description as to how we see ourselves. The basis behind this idea is that the better we understand ourselves, the better we can understand others. Having worked out where we each stand on the assertiveness/responsiveness scale we can then better deal with those with whom we work or for whom we are the mentor or mentee.

Key to all of this is to treat others as they would like to be treated. If you believe that you fall into one quartile of behaviour, you must always remember that roughly three-quarters of those you meet are going to be from different quartiles and you will need to listen and observe in order to get the best out of them.

As ever, the evening was a mix of listen and do, so after the break we sorted ourselves into groups where we were to discuss how to understand our own style and how to deal with the style of others.

The conclusion seems to be however, that analysing your own style, and learning how to manage the excesses of it, will help improve the quality of your relationships with others and create the right sort of environment to develop trust and openness.



These three workshops have been excellent. A good mix of learning and practical exercises in support of the mentoring programme through which CoreNet's UK Chapter aims to help its younger members gain from the experience of other, older, members. And we are grateful also for the hospitality offered by tp bennett.

For more information on the programme [click here](#).

For more on the last events [click here](#) or [here](#).

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