



**Mentoring Challenge:**  
Reverse Mentoring

# Participant Guide



Mentorloop

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## Mentoring Challenge: Goal Setting

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# What is the challenge?

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## In a nutshell:

- It runs from October 23rd until the 30th November
- The objective is for both parties to have gained valuable insight, experience or even a new skill!
- We provide you with the resources you'll need to enhance your mentoring experience

## At the end of the challenge, you should have at least:

- *1x scheduled meeting in Mentorloop*
- *Covered at least 1 (or more) of the 3 topics provided*
- *Shared feedback via the survey on your dashboard*

# Topic 1: Generational Differences

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Reverse Mentoring can bridge the generation gap in workplaces, making teams more inclusive and collaborative. **Generational differences is a great topic for reverse mentoring.**

Here's some guidance for your discussion on Generational Differences, some resources to help you prepare and an agenda (on the following page).

**Generational Perspectives:** Discussing generational differences and understanding how different generations approach work, leadership, and problem-solving can foster greater collaboration and empathy.

- [Cross Generational Mentoring](#)
- [Knowledge sharing - why is it important](#)
- [Various types of leadership - what's yours?](#)

**Future of Work:** Exploring ideas about the future of work, including values and expectations, automation, artificial intelligence, and the gig economy, can be enlightening.

- [Re-engaging disengaged Hybrid Employees](#)
- [The UN thinks AI can be a force for good—with the right rules](#)
- [40 use cases for Chat GPT in business](#)
- [Mentoring Trends we're seeing in 2023 - Hybrid is Hard](#)
- [Psychological Safety in the workplace](#)
- [Myths about the gig economy](#)

**Communication Styles and Preferences:** Sharing your preferred way of communicating, helps develop better understanding of how different generations perceive and approach various communication styles.

- [Active Listening](#)
- [4 Communication Styles](#)
- [Providing Quality Feedback](#)
- [The Key To Unlocking Effective Collaboration Styles In Social Learning](#)

# Agenda: Generational Differences

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Here's an agenda that you can use, if you're learning about Generational Differences! You might choose to cover only some of these things, depending on your interests, and what resources you have engaged with.

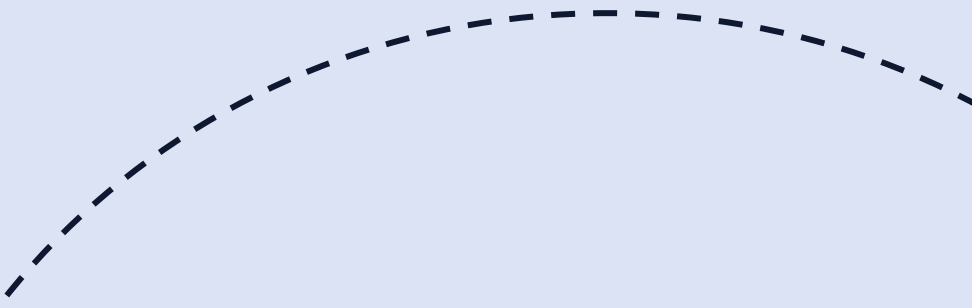
## 1. Communication Styles and Preferences:

- Discuss how different generations prefer to communicate, whether it's face-to-face, phone calls, texting, or email.
- Explore how communication styles have evolved over the years, including the use of emojis, memes, and other digital communication trends.
- Share strategies for effective intergenerational communication, considering nuances in tone, formality, and responsiveness.

## 2. Work Values and Expectations:

- Examine the values, priorities, and work expectations that vary among different generations, such as attitudes toward job stability, the gig economy, work-life balance, and career progression.
- Discuss how generational differences can affect workplace dynamics, including teamwork, leadership, and feedback.
- Identify strategies for bridging generation gaps in the workplace to enhance collaboration and mutual understanding.

## 3. Technology and Adoption:

- Explore the varying degrees of technology adoption among different generations.
  - Share insights into how each generation uses technology for work, personal life, and social interactions.
  - Discuss ways to leverage technology to improve productivity, learning, and personal development.
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# Topic 2: Diversity, Equity and Inclusion

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Reverse Mentoring gives you a chance to reflect on your own lived experience and explore differences with your mentoring partner. Understanding how this could impact different people in your community, provides an opportunity to increase belonging and give everyone a voice.

Here's some guidance on what you might like to discuss, some resources to help you prepare, and an agenda.

**Employee Resource Groups:** ERGs are typically employee-led groups that focus on creating a sense of community and support for employees who share a common identity or interest. For example, an ERG might be formed around a shared identity such as race, gender, or sexual orientation, or around a shared interest such as sustainability or wellness.

- [ERG Leaders, lasting change](#)
- [Exploring different types of Employee Resource Groups](#)
- [Best Practices for ERGs: Success Strategies](#)
- [How to support ERGs](#)
- [How Belonging and Employee Retention are linked](#)
- [Sustainable Development Goals: Gender Equality](#)

**Global Perspectives:** If you have had an international experience, you could offer insights into global markets, cultures, and business practices – helping your mentoring partner understand different perspectives and priorities.

- [Knowledge sharing - why is it important](#)
- [Foster an inclusive workplace: A case study on cross-cultural mentoring](#)
- [Build an Inclusive workplace with Cross Cultural Mentoring](#)

**Inclusive Leadership:** Explore Inclusive Leadership, and how this can work hand-in-hand with all leadership styles. This approach values and leverages the diverse perspectives and contributions of all individuals (regardless of their background or identity) to create an environment where everyone feels valued and included –and importantly, heard.

- [Mentoring for Diversity and Inclusion](#)
- [Creating inclusive Leaders webinar](#)

**Unconscious Bias** can impact decision making and interactions within the workplace. Making an effort to understand your own unconscious biases, based on your environment is important in creating a more inclusive workplace. Understanding the unconscious bias of others and where it comes from, can help you have empathy for their views, and support their growth.

- [Inclusive Mentoring – removing unconscious bias](#)
- [Opposites Attract: Learn From Different Lived Experiences](#)
- [Putting an end to mini-me mentoring](#)

# Agenda: Diversity, Equity and Inclusion

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Here's an agenda that you can use, if you're learning about Diversity Equity and Inclusion. You might choose to cover only some of these things, depending on your interests, and what resources you have engaged with.

## 1. Unconscious Bias and Stereotypes:

- Explore the concept of unconscious bias and how it can affect decision-making and interactions in the workplace and society.
- Consider sharing personal experiences and anecdotes related to bias and stereotypes.
- Discuss strategies and practices to recognize and mitigate unconscious bias, promoting fair and inclusive behavior.

## 2. Inclusive Leadership and Practices:

- Examine the role of leadership in promoting diversity and inclusion within organizations.
- Share insights on inclusive leadership behaviors and practices, such as active listening, empathy, and creating a psychologically safe environment.
- Discuss possible actions that can be taken at various levels of an organization to foster diversity and inclusion, from recruitment and hiring to employee resource groups and mentorship programs.

## 3. Intersectionality and Underrepresented Groups:

- Discuss the challenges faced by any underrepresented groups. This could include First Nations people, LGBTIQ+ individuals, people with disability, individuals who experience neurodiversity, and women.
- Share strategies and initiatives aimed at addressing the unique needs and experiences of underrepresented groups – such as ERGs, mentorship and sponsorship programs, diversity training, and inclusive policies.

# Topic 3: Environment and Sustainability (including wellbeing)

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Reverse Mentoring can bridge the gap in workplaces, making teams more inclusive and collaborative.

Here's some guidance for your discussion, some resources to help you prepare and an agenda.

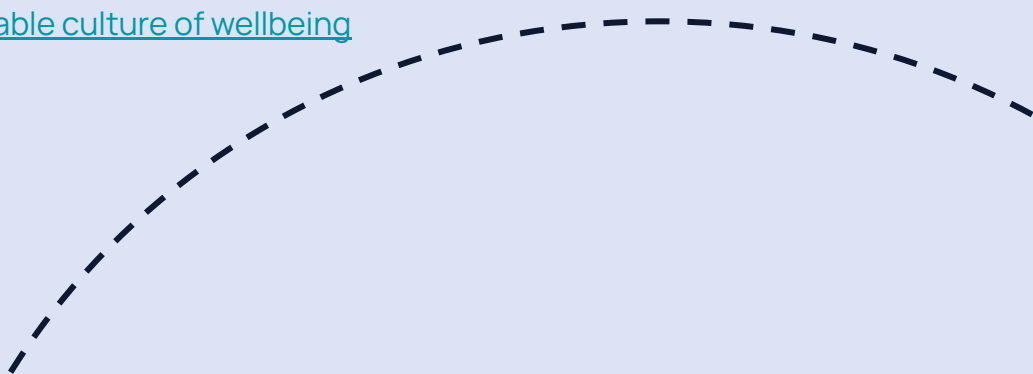
**Environmental and Sustainability Issues:** Studies show that younger generations often have a strong interest in sustainability and environmental issues. Consider sharing your knowledge about sustainable practices and their importance.

- [Empowering Next Generations to Build a Sustainable Future](#)
- [Gen Z Is Emerging As The Sustainability Generation](#)
- [Various Generations attitudes, towards sustainability](#)
- [Sustainable Development Goals: Climate Action](#)

**Mental Health and Well-being:** This one is two-fold:

1. Sustainable mental health relates to living and working in ways that promote good mental and physical wellbeing.
2. Mental health issues, as a direct result of the climate crisis, are increasing.

Discussing mental health challenges, stress management, and self-care practices can benefit everyone.

- [Promoting Occupational Wellness in your Organisation](#)
  - [Recover From Burnout Through Mentoring](#)
  - [Psychological Safety in the workplace](#)
  - [Sustainability and Climate Anxiety](#)
  - [How Sustainability, Climate Change, and the Environment Intersect with Mental Health](#)
  - [Creating a sustainable culture of wellbeing](#)
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# Agenda: Environment and Sustainability (including wellbeing)

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Here's an agenda that you can use, if you're learning about Environment and Sustainability! You might choose to cover only some of these things, depending on your interests, and what resources you have engaged with.

## 1. Environmental Awareness and Practices:

- Discuss current environmental challenges, such as climate change, pollution, and resource depletion, and their global implications.
- Share knowledge about sustainable practices, both at the individual and organizational levels, such as reducing energy consumption, waste reduction, and responsible consumption habits.
- Discuss the role of education and awareness in driving sustainable behavior change and inspiring others to take action.
- Share experiences and insights on how individuals and organizations can influence positive change by raising awareness and advocating for sustainable policies and practices.

## 2. Work-Life Integration and Balance:

- Discuss strategies for achieving a sustainable balance between work responsibilities and personal life, considering the importance of mental and physical health.
- Share insights on effective time management, setting boundaries, and prioritizing self-care practices to prevent burnout.
- Explore how different generations approach work-life integration and exchange ideas for creating a supportive workplace culture.

## 3. Mental Health and Stress Management:

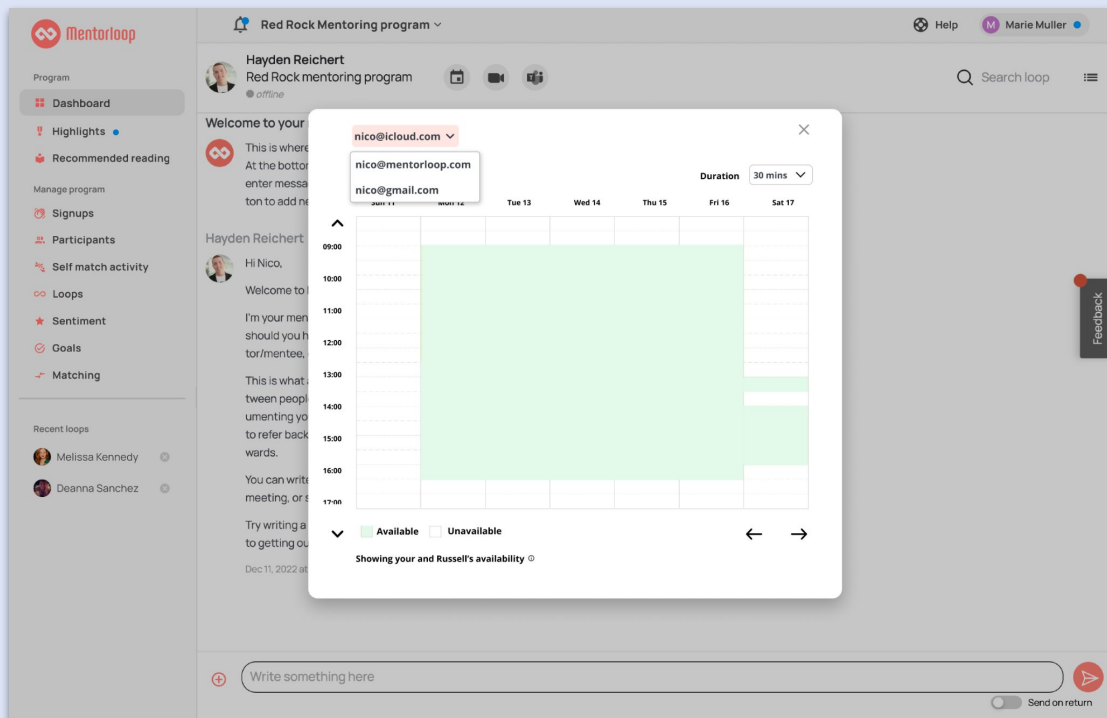
- Delve into the topic of mental health and wellbeing in the workplace, acknowledging the challenges and stressors that employees of all generations may face.
- Share coping mechanisms, relaxation techniques, and mental health resources that can promote sustainable wellbeing.
- Discuss the role of workplace policies, employee assistance programs, and peer support in fostering a mentally healthy work environment.

# Schedule your meeting

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Reminder on how you can schedule your meeting on Mentorloop.

1. Navigate to your mentor or mentees 1:1 Loop
2. Schedule a meeting **via the + icon**
3. There are prompts you will need to fill in before saving your meeting such as the topic, type of Meeting, date and time.
4. Integrations may be available for you such as [Calendar](#), [Zoom](#) or [MS Teams video](#)



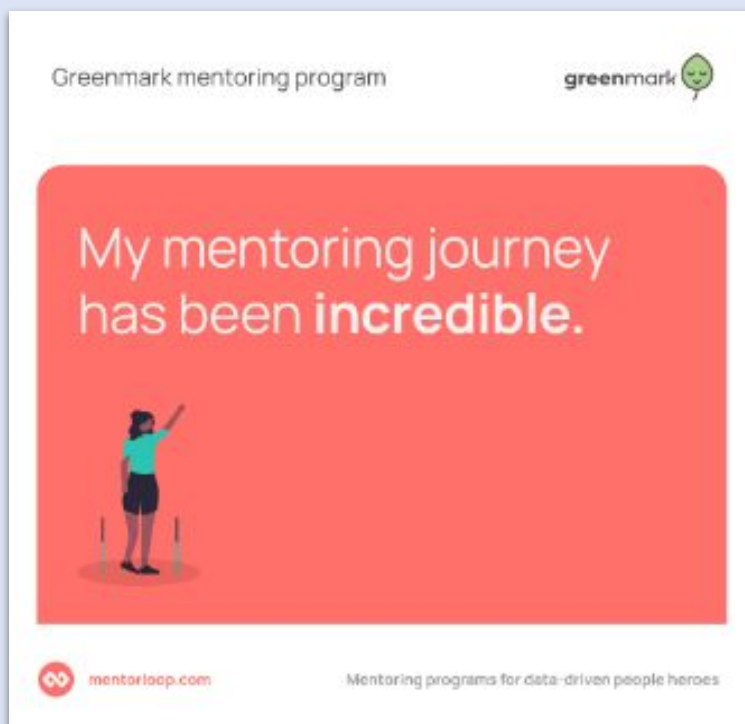
[More on how to schedule a meeting](#)

# Share your experience

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## Share your experience with your peers!

1. Respond to your post meeting survey, and let us know how the session went.
2. Respond to the Mentoring Quality Survey on your dashboard
3. Share your accomplishment on LinkedIn!



[Have any questions? Reach out to your Program Coordinator via your 1:1 Loop](#)