

Mentoring Others Worksheet

Calibrate your mentoring to who's actually in front of you, deliver feedback that builds instead of deflates, and plan the next stretch.

Calibrate to the Person

Their advocate type

What's their advocate type — Storyteller, Organizer, Witness, or another?

Their stage

Brand-new, has some reps, or ready to lead?

What THEY need

Not what you'd have wanted — what does this specific person need to grow?

SBI Feedback

Situation

Name the specific context — where, when.

Behavior

Name the specific, observable behavior — not a character trait.

Impact

Name the actual effect it had.

The Next Stretch

The responsibility

Name the one responsibility just beyond their current reach that would grow them.

The backstop

How would you catch a stumble so it isn't a disaster?

Resist Cloning

Name one way you'd resist making them a copy of you — one place you'd let them do it differently.

Is your feedback SBI?

Specific — the person knows exactly what I mean.

Behavioral — about something they did, which they can change.

Impact-focused — explains why it mattered, not just that it was wrong.