



# THE INDIVIDUAL MESH

## Mentor Discussion Agenda: Employee Notes

### RESOURCES

- The Meaningful Competence® Toolkit Training System
- The Individual Mesh: How to Use This Tool
- The Individual Mesh Worksheet
- The Individual Mesh Mentor Discussion Agenda
- Paper: You're Just One Heckuva Messh

### PREPARE

*Use this resource as stated in The Individual Mesh: How to Use This Tool.*

1. Identify who you will use as a mentor.

*A mentor is a trusted advisor.*

*We recommend use of a mentor in order to increase the amount of feedback you will receive. You'll have a more successful career if you have a large network, you accept and apply feedback, and you know and can communicate your value. This program is designed to help you develop all three of these elements.*

*Here are possible sources for mentors:*

- *Use a Meaningful Competence Career Strategist.*
- *Approach one of the experienced employees who performs well.*
- *Ask a senior leader in your organization if they'll mentor you. (Many senior leaders appreciate the chance to have someone to mentor, though their time is limited.)*
- *Consider which of your previous managers might support your continued career improvement.*
- *Select one of your more trusted friends. We can learn from our peers.*

*Your current manager should not be selected as your mentor.*

2. Make an appointment with your mentor to discuss your Individual Mesh.
  - a. Tell your mentor about the Meaningful Competence program that you are going through to grow your career and your value to the organization.
  - b. Share that you're working on assessing your Individual Mesh.
  - c. Schedule 45-60 minutes for this discussion.
  - d. Send the paper *You're Just One Heckuva Mess*h to your mentor.

***Sample Script for the Appointment***

*[Mentor],*

*As part of my efforts to improve my job and career using the Meaningful Competence program, I'm working through an assessment called The Individual Mesh. This assessment will help me identify those relationships that inhibit me from producing more Value-Added Outputs and increasing my value.*

*I'd like your input on the assessment and on the opportunity statements I'll be making based on the assessment.*

*When can we meet for about 45 to 60 minutes?*

*[Depending on your mentor's calendaring strategy, consider offering some dates that you believe would work best for both you and your mentor.]*

*[When you have agreed to a date, continue.]*

*Great. I'll send you a paper to read that will describe the Individual Mesh and how to use it. I'm looking forward to this discussion.*

3. Review the agenda and prepare to discuss:
  - a. The purpose and use of the Individual Mesh.
  - b. Your assessment, along with the opportunity statements.
  - c. Your ideas of what improvement areas would be most beneficial to you.

# MEET

**Note**

*To influence the meeting so you achieve your desired result, give your mentor the document The Individual Mesh Mentor Discussion Agenda.*

1. Discuss the following:
  - a. The purpose of the Individual Mesh.
    - i. The Individual Mesh exposes you to relationships issues between you and the organization that inhibit you from better performing your Value-Added Outputs.
    - ii. Specifically, the Individual Mesh examines your Productivity, Relationships, and Work Style in relation to the Managers, Peers, and Structures within the organization.
  - b. Using the Individual Mesh.
    - i. Identify your top two relationships issues.
    - ii. Create a problem statement.
2. Review your Individual Mesh assessment and ask for feedback from your mentor.
  - a. Share your reasons for each decision.
  - b. Listen to your mentor's input about your assessment.
  - c. Focus on exploring your Individual Mesh, not defending your own ideas.

*(continued on next page)*

### ***Sample Script for Reviewing Your Individual Mesh Assessment***

*I believe I do well with Dynamic Synergy and Trust. My team is close, and we come up with great ideas. I hear positive raves about our team from others in the organization. A couple of friends even mentioned how they'd rather be on my team than the team they're currently on.*

*One place I could improve is Resource Creation. I've been one of those that focuses on complaining about lack of resources rather than finding or creating new resources.*

*A second place I felt I could improve is with Positional Communications. I know I can talk to my manager, but I've never really tried connecting with other organizational leaders. That might be keeping me hidden from some opportunities.*

*What are your thoughts, based on our past discussions and what you've seen in me?*

*[Accept the feedback given, and be willing to change your answers, but not without a good discussion. If you're given feedback, explore that feedback with questions such as:*

- *Why do you feel that way?*
- *What have you seen in the way I interact that inhibits me from greater success?*
- *Have you experienced an issue like what we're discussing in your own career?]*

*[When you close the discussion...]*

*Thank you for your feedback. It's helpful to have such an open discussion with a mentor.*

## FOLLOW-UP

1. Thank your mentor for the time and input given to you.
2. Provide your mentor with a report

### ***Sample Script for Thanking Your Mentor***

*Thank you for your time discussing my Individual Mesh assessment. I especially liked the insight you shared that [refer to some specific feedback you received during the discussion].*

*I shared these with my manager. Moving forward, I'll be focusing on:*

- *[share the problem and solution statements you wrote with your manager].*