

At the end of this activity, for continued learning, it is strongly suggested that both 'mentor' and 'mentee' feedback on the **process** using the Mentoring Session Reflective Checklist *but remember (DON'T discuss the CONTENT if you are feeding back on the process!)*.

Instructions for "Thinking Pairs" listening activity

You will find the skills involved in this activity are very straightforward to master once you've practised the steps a few times.

- Explicit is a guarantee that the listener or 'thinking partner' will pay ATTENTION and not interrupt or ask questions until the 'thinker' has done all the thinking they want to do, whether talking aloud or when they are busy thinking silently
- The 'thinking partner' trusts the intelligence of the 'thinker' by staying silent and holds back from sharing an idea
- The 'thinking partner' listens with interest, not just to what the 'thinker' is saying but to what they are going to say next
- The 'thinking partner' keeps their eyes on the 'thinker'
- Start with a single question from the 'thinking partner'
"What do you want to think about today, and what are your thoughts?"
- The 'thinking partner' continues paying ATTENTION, in silence, until the 'thinker' says that they have finished thinking. Only then, does the thinking partner ask,
"What more do you think or feel or want to say?"
- Again, the 'thinking partner' continues paying attention, in silence, until the 'thinker' says that they have finished thinking. Only then, does the thinking partner ask, once again,
"What more do you think or feel or want to say?"
- This continues until the 'thinker' has nothing further to add and has truly finished thinking.

Adapted from Klein, N (1999). 'Time to Think, Cassell Illustrated