



COACHING & MENTORING TO EMPOWER YOU AT MID-LIFE

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**Starry-Eyed
Pragmatics**

BEFORE WE START

CONTRACTING

- ✦ Have phone or open browser handy for interactive elements
- ✦ Have something to make notes with/on for coaching exercise

- ✦ This is a confidential space
- ✦ Sharing is voluntary
- ✦ Anonymous sharing will be facilitated
- ✦ Respectful contributions are welcomed

- ✦ ANYTHING ELSE THAT YOU NEED?



AGENDA



✦ WHAT ARE COACHING & MENTORING

An outline of coaching and mentoring, what they are and what they aren't.

✦ THE REALITY OF MID-LIFE

A look at some of the challenges and opportunities faced during mid-life.

✦ SUPPORTING MID-LIFE

An exploration of how coaching and mentoring can support you through the challenges and to maximise the opportunities, of mid-life.

✦ A TASTE OF COACHING IN ACTION

An opportunity for every attendee to independently experience being coached on a small challenge or opportunity of their own.

✦ DISCUSSION/Q&A

An open forum for you to ask questions and provide reflections on the session.



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WHAT ARE COACHING & MENTORING?



WHAT ARE COACHING & MENTORING?

WHAT IS MENTORING?

Mentoring is a supportive, long-term relationship where an experienced individual (the mentor) shares their knowledge, wisdom, and insights to guide the personal and professional development of a less experienced person (the mentee).



- ✦ FOCUS: Holistic development, career guidance, skill enhancement, network building, and personal growth.
- ✦ APPROACH: Relational, guidance-based, sharing experiences, offering advice, and acting as a role model.
- ✦ DURATION: Medium-long term relationship, evolving over time as the mentee develops.
- ✦ DRIVER: Often mentee-driven, with the mentee seeking guidance on their challenges, opportunities and broader development goals

Mentoring is like having a seasoned guide who shares their wisdom and experience to help you grow broadly over time.



WHAT IS COACHING?

The art of facilitating the performance, learning, and development of another by partnering in a thought-provoking and creative process that unlocks and inspires personal and professional potential.



- ✦ **FOCUS:** Achieving specific goals, improving performance, developing targeted skills, or overcoming specific challenges.
- ✦ **APPROACH:** Performance-driven, task-oriented, using powerful questioning, active listening, and feedback to help the coachee unlock their own potential and find solutions.
- ✦ **DURATION:** Often shorter-term, tied to the achievement of specific, measurable outcomes.
- ✦ **DRIVER:** Typically goal-driven, with the coach and coachee collaborating on clear objectives.

Coaching is like having a goal-oriented and forward-focused, thinking partner who helps you to develop your own solutions to reaching particular work and life goals.



WHAT ARE COACHING & MENTORING?

WHAT ARE THEY NOT?

- ✦ THERAPY
- ✦ A QUICK FIX
- ✦ DONE FOR YOU
- ✦ CONSULTING
- ✦ A COSY CHAT





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THE REALITY OF MID-LIFE



THE GREAT, THE GOOD, THE BAD, & THE UGLY

Mid-life throws out a lot, and it's different for everyone.

Some of it can be unwanted challenges, but some of it can be amazing opportunities



◆ Challenges:

- ◆ Menopause
- ◆ Increased ill-health/ageing
- ◆ Kids, teens, exams, & leaving home
- ◆ Ageing parents to care for
- ◆ More responsibilities at work

◆ Opportunities:

- ◆ Experienced at work
- ◆ Experienced in life
- ◆ Improved finances
- ◆ More time for self
- ◆ Post-menopause

THE REALITY OF MID-LIFE

WHAT CHALLENGES AND/OR OPPORTUNITIES CAN FORM PART OF MID-LIFE?



Your thoughts:

- ✦ Threat of AI to my role and profitability of our firm
- ✦ Having a mid-life partner
- ✦ Starting to get a sense of running out of time to do the things I want to
- ✦ "Caring less about the small stuff"
- ✦ Supporting young adults in the family
- ✦ Career worries - where do I want to be and how do I get there? Am I running out of time?
- ✦ family and work balance
- ✦ Review of what you've achieved / want to achieve
- ✦ Finding a mentor - we are the experienced ones
- ✦ Realising you'll never achieve your own hopes/dreams in life
- ✦ Less disposable income
- ✦ Vulnerable age to move on
- ✦ Being less physically resilient than as a young adult
- ✦ "For my particular case, is prioritize my career for first time in my life. Is a challenge and an opportunity at the same time."
- ✦ HAVING the confidence to say no
- ✦ Children staying at home into young adulthood

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SUPPORTING MID-LIFE

S U P P O R T I N G M I D - L I F E

HOW CAN MENTORING & COACHING HELP?

✦ MENTORING

- ✦ Relaying experiences by those who have already completed menopause
- ✦ Recounting successes over health challenges
- ✦ Passing on tips for dealing with teens, and their exams
- ✦ Sharing the wins and difficulties of caring for ageing parents
- ✦ Advising on asking for and taking on new work opportunities



✦ COACHING

- ✦ Supporting you to identify your own solutions to work challenges
- ✦ Empowering you to take opportunities you may not have previously
- ✦ Improving your self-confidence in dealing with teenagers
- ✦ Helping you to advocate for how you want to spend your time/money

Mentoring and coaching are only part of the solution. In many cases, other support is needed as well:

- ✦ Medical advice for menopause and other health challenges
- ✦ Therapy for coping with the feelings arising from difficult challenges



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A TASTE OF COACHING IN ACTION





STEP 1

IDENTIFY YOUR TOPIC

Pinpoint a *small* self-contained challenge or opportunity.

For example, a conversation you are avoiding, something you want to enjoy as much as possible.



STEP 2

PICK ONE STRENGTH

Think about your strengths – what energises you and that you are good at.

Pick one strength that feels especially like “you” right now.



STEP 3

FIND A ONE DEGREE SHIFT

How could you apply this strength to make a one-degree shift in how you approach your topic?

A TASTE OF COACHING IN ACTION

HOW COMMITTED
ARE YOU ON
A SCALE OF
0-10
TO IMPLEMENT
THE “ONE DEGREE
SHIFT” YOU
IDENTIFIED?



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DISCUSSION/ Q&A



DISCUSSION / Q & A

WHAT HAS BEEN MOST USEFUL ABOUT TODAY?



Your thoughts:

- ✦ Clarifying the difference between mentoring and coaching
- ✦ Carving out time from busy schedule
- ✦ The practical exercise
- ✦ The one degree shift idea
- ✦ different perspective on topics
- ✦ Listing strengths. I didn't know I had so many!
- ✦ Confirming I'm on the right track with strategies
- ✦ Taking steps to self-knowledge
- ✦ "Somewhat relieved to see lack of confidence is main reason to seek out coaching!"
- ✦ "Identifying my problem as a small one which can be tackled"

A Decade of Impact



Help us celebrate
IP Inclusive's 10th Birthday!

Receive a 1:1 60-minute coaching
session when you make a donation*
to support IP Inclusive.

<https://tinyurl.com/jb8ryp94>

*Limited sessions available. Available sessions listed on <https://tinyurl.com/jb8ryp94>
More sessions may be added. One session per person. Proof of donation required.



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