

CURTIN ACADEMY
ILLUMINATION 2020 KEYNOTE #01

High Performance Mentoring for Academics



 Presented by **Todd Hutchison**
Adjunct Associate Professor

1

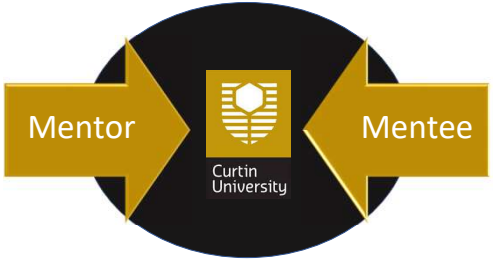




Mentor
or
Coach?



2

Know Your Why



3



Curtin Academy


The **Curtin Academy** is designed to **increase engagement with teachers** across the university and beyond in order to provide opportunities for colleagues to engage in pedagogical discourse.



 Curtin University

4

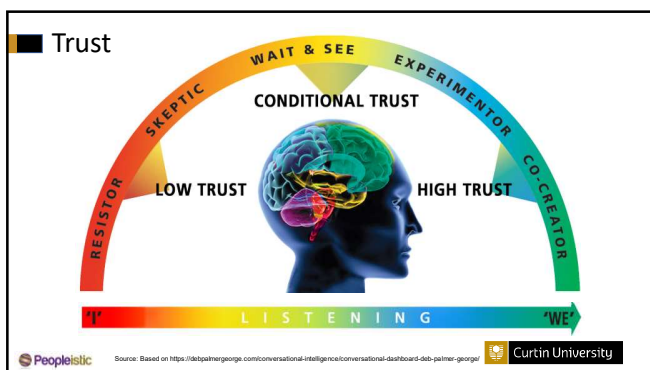
Key Principle 1

People prefer to do business with people they **know, like** and **trust**.



  Curtin University

5



6

Building Rapport - Body Language Essentials

- Cluster
- Matching and Mirroring
- Leading
- Zones



Peopleisic

Curtin University

7

Recognising Clusters



Peopleisic

Curtin University

8

Matching and Mirroring



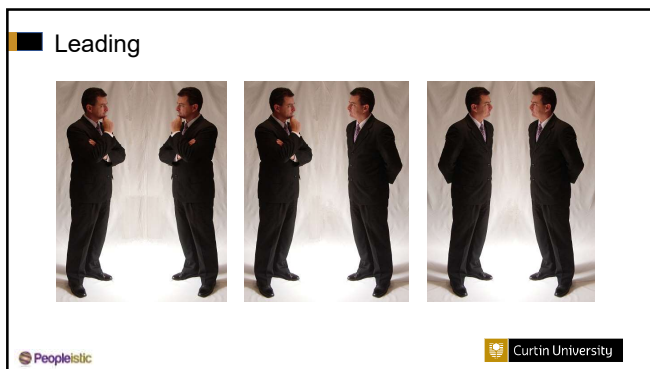
Peopleisic

Curtin University

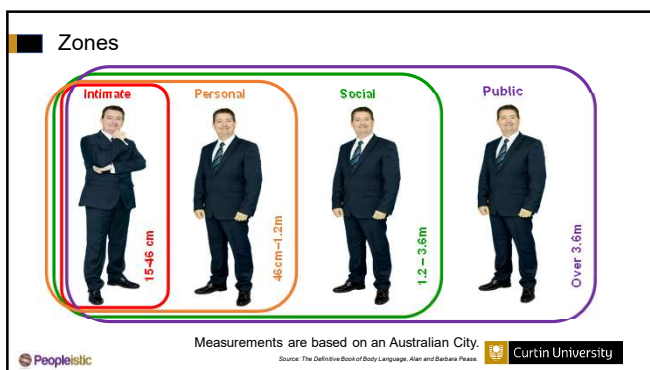
9



10



11



12

Key Principle 2

All **change** and **success** has an **inertia** against it.




Peopleisic Curtin University

13

Session Structure

1. Set the objectives and expectations;
2. Give structure to the sessions;
3. Record planned action items; and
4. Enable follow up and provide constructive feedback (accountability).



Peopleisic Curtin University

14

Typical Topics of Interest


- Teaching models and paradigms
- Curriculum design and mapping
- Short course design
- Remote / online and blended delivery
- Industry engagement
- Student experience design
- Accreditation / certification alignment
- Scholarships, sponsors and funding
- Partnerships and collaborations
- Accessibility and assistive technologies
- Marketing and profile promotion
- Intellectual property protection
- Live case / product-based learning
- Work integrated learning
- Assessments and evaluations
- World readiness – employability
- Writing styles and publications
- Media and technology use
- Career planning to Fellowship
- Presentation skills
- Teaching awards and citations
- Higher Degrees by Research Supervision
- Emotional intelligence and well-being

Peopleisic Curtin University

15

Key Principle 3

All **change** and **success** has an **inertia** against it.



People'sonic Curtin University

16


Key Principle 4

Keep the conversation **toward motivated** (goal focused).



Curtin University

17



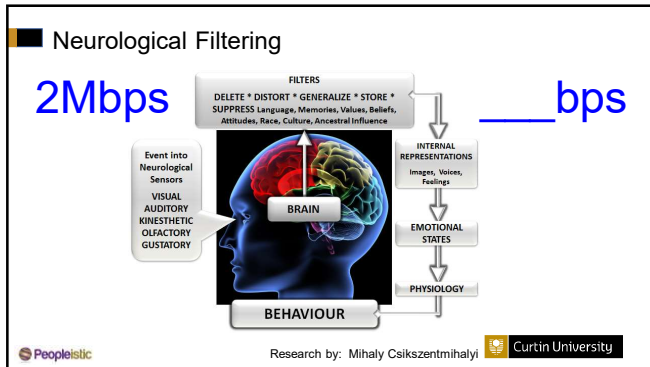
10%
Conscious Mind

90%
Subconscious Mind

Infant:
Delta 1-3Hz
Age 2-5 years:
Theta 4-7Hz

People'sonic Curtin University

18



19



20



21

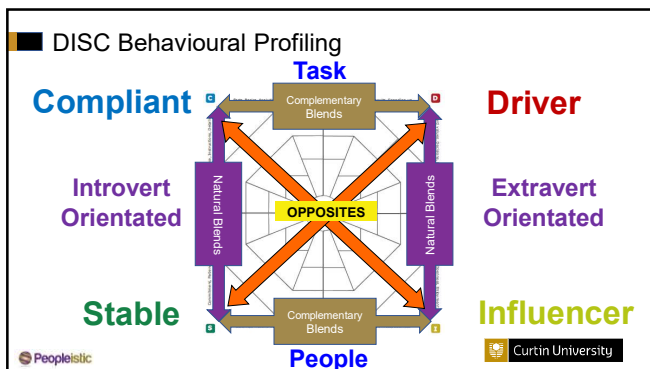
Key Principle 5

Be aware of the **differences** in dominating **behaviour** styles.



Peopleleistic Curtin University

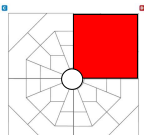
22



23

Summary of the D Style

Driver / Dominant



Motto:
"I did it my way"

General Characteristics:

- Goal orientated
- Likes challenges
- Drives change – acts quickly
- Ambitious
- Innovates: thinks A to G

Fear Sensitivities (overly influences thinking):

- Being taken advantage of
- Loss of control

Typical Blind Spots (when overdoing strengths):

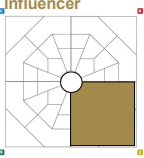
- Unsympathetic
- Aggressive
- Argumentative
- Tactless
- Dominating

Peopleleistic Curtin University

24

Summary of the I Style

Influencer



Motto:
"I am a nice person – everyone should like me"

General Characteristics:

- High energy
- Optimistic
- Very social
- Highly connected
- Creative problem solver

Fear Sensitivities (overly influences thinking):

- Rejection
- Loss of Social Approval

Typical Blind Spots (when overdoing strengths):

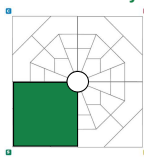
- Undisciplined
- Egocentric
- Easily distracted
- Emotions align to others
- Off topic talkative

Peopleislic Curtin University

25

Summary of the S Style

Stable / Security



Motto:
"If it is not broken – don't try and fix it"

General Characteristics:

- Loyal and predictable
- Great listener (attracts people sharing their issues)
- Servant to support others
- Trust is critical
- Happy to do repeatable work
- Seeks fairness and equity

Fear Sensitivities (overly influences thinking):

- Loss of security
- Change

Typical Blind Spots (when overdoing strengths):

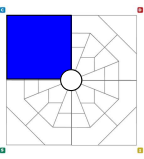
- Resists change (unless in chaos)
- Holds grudges (don't forget)
- Overly seeks everyone to be satisfied
- Can be over compromising

Peopleislic Curtin University

26

Summary of the C Style

Compliant (wants to be more Correct)



Motto:
"Leave it with me"

General Characteristics:

- Innovated deeply / deep thinker (process thinker)
- Analytical - gets into the detail
- Sees errors and risks
- Has high standards
- Seeks independence

Fear Sensitivities (overly influences thinking):

- Criticism (can take it defensively)
- Change (prefers improvement)
- Confrontation

Typical Blind Spots (when overdoing strengths):


- Perfectionist
- Pessimistic (overly risk focused)
- Hard to please (passive aggressive)
- Overly rule bound


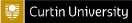
Peopleislic Curtin University

27

3 Key Final Messages

- Build rapport;
- Structure the sessions towards clear goals; and
- Maintain accountability.



28



Peopleistic



Todd Hutchison

todd@peopleistic.com

0422 532 775



29
