

# Conversations in Mentoring

## Problem-Solving

### Context

Decisions generally come in four flavors:

- Urgent and important (a big decision and it needs to be made now)
- Urgent but not important (a decision needs to be made soon, but it doesn't matter which way it goes)
- Important but not urgent (a big decision with plenty of time to think about it)
- Neither urgent nor important (you can take it or leave it)

### Guiding questions, approaches, and strategies

- What's your goal in making this decision? (Keep long-term goals in mind.)
- What "flavor" is this decision? How or why is it important? What's the level of urgency?
- If you can, be open to a range of alternatives and seek input from others.
- Do what's right.

### Considerations and goals toward a more effective practice

- ☐ Consider how your decision will affect others. Be willing to share your thinking with those who might be affected.
- ☐ Talk through your options with a coworker, mentor, or supervisor.
- ☐ Consider your future based on your decision. How might a particular decision affect you tomorrow, in a week, or in a year?
- ☐ Reflect on how you feel about your decision.
  - If it feels right, why do you think that is?
  - If it feels problematic, explore why that is. Do you need to make a different decision? Do you need to stick with this decision and be open to explaining your reasoning?

