

Catalytic interventions

The intention of a well formed catalytic intervention is to help the mentee discover something about themselves – their behaviour, attitudes or thought processes. This can open up and unblock thinking so that different actions, and different outcomes, are possible.

Catalytic interventions are often formed from simple and clear, open questions, starting with 'what' or 'how'.

Examples:

- What has been your greatest career achievement to date?
- What has been your biggest challenge?
- What situations do you tend to avoid?
- What assumptions might you be making about the next steps?
.... And how might these assumptions be limiting your progress?

These interventions are particularly effective when they start from a positive assumption and direct the mentee's attention to their desired outcome or goal.

For example:

- If you already knew that the funding would be readily available, what would be your next action?
- If you knew that you could work anywhere in the world, where would you go?

Moving beyond assumptions helps free up thinking and creates possibilities.
This can help the mentee see that they may have more options than they originally thought.