

Enabling: Exercise 2

The Readiness, Opportunity, and Support (ROS) Tool

Use the ROS tool as a checkpoint before moving to the next mentoring stage or when the relationship seems somewhat out of kilter. This grid is helpful in identifying strengths and weaknesses in the relationship and assists in targeting areas for improvement.

PREPARING	Mentor	Mentee	Mentoring Partners
Readiness: Receptivity to learning			
Opportunity: settings and venues to foster cognitive, affective, and relational learning.			
Support: Appropriate, relevant, and adequate assistance to facilitate effective learning.			

NEGOTIATING			
Readiness: Receptivity to learning.			
Opportunity: Settings and venues to foster cognitive, affective, and relational learning.			
Support: Appropriate, relevant, and adequate assistance to facilitate effective learning.			
ENABLING			
Readiness: Receptivity to learning.			
Opportunity: Settings and venues to foster cognitive, affective, and relational learning.			
Support: Appropriate, relevant, and adequate assistance to facilitate learning.			

COMING TO CLOSURE			
Readiness: Receptivity to learning.			
Opportunity: Settings and venues to foster cognitive, affective, and relational learning.			
Support: Appropriate, relevant, and adequate assistance to facilitate effective learning.			

Resources used to inform the reading and exercises for Section 5A, Enabling

Alpine, L. (1992, January). Learning to reflect using journals as professional conversations. *Adult Learning*.

Bell, C. Managers as mentors: Building partnerships for learning. San Francisco, CA: Berrett-Koehler.

Huang, C., & Lynch, J. (1995). *Mentoring: The Tao of giving and receiving wisdom*. San Francisco, CA: Harper.

Landis, M. (1990). Mentoring as a professional development tool. *Continuing Higher Education*.

Loder, J. (1989). *The transforming moment*. (2cd ed.). Colorado Springs, CO: Helmers & Howard.

Progoff, I. (1975). *At a journal workshop*. New York, NY: Dialogue House.

This completes Section 5A, **Enabling**. Please continue to Section 6A, **Closure**, when ready.