

# A PARENT'S GUIDE TO COACHING AND MENTORING

Sometimes your role as parent or support person is going to involve coaching and mentoring your child so they can build their resilience and manage the day-to-day challenges they face. Here are three ways to take on the role as coach and mentor with your child.

## 1. ASK QUESTIONS AND LET THEM SOLVE THEIR OWN CHALLENGES

As a parent, often our first inclination when our child is stuck, upset or annoyed is to tell them what to do. While this may make us feel better, it's not teaching them coping skills or problem solving skills. So, what we need to do is coach and mentor them through their challenges by asking questions, so they can solve challenges themselves. We can do this by asking questions like:

- What do you think you should do next?
- How do you think you should approach this?
- Last time you were in this situation, what did you do?
- If you were telling me what to do, what advice would you give me?
- Why do you think things have happened this way?
- If you woke up tomorrow and everything was better, what would be diff

## 2. MAKE TIME TO LISTEN TO WHAT THEY ARE SAYING AND FEELING

Make time to properly listen to what your child is experiencing day-to-day. Too often we hear but we don't listen. Active listening is when you are fully focused on the other person. When you are using active listening, you are making an effort to listen and process what the other person is saying which helps you hear what is unsaid as well as what is said. Validate stress, tensions and worries that your child may experience and talk to them about how they can cope with these challenges.

## 3. HELP THEM UNDERSTAND THE DIFFERENT GENERATIONS AT WORK

The workplace is a very different place to what it was fifty, ten or even five years ago. Today, what we often see is a generational clash, so it is important to understand the main differences between each.



### BABY BOOMERS

### GEN X

### MILLENNIALS

### GEN Z

	BABY BOOMERS	GEN X	MILLENNIALS	GEN Z
<b>DATE OF BIRTH</b>	1946-1964	1965-1980	1981-1995	1996-2010
<b>POPULATION</b>	5.14 Million	5.10 Million	5.17 Million	4.41 Million
<b>TECHNOLOGY</b>	Television	Computer	Internet	Smartphones
<b>HISTORY</b>	Vietnam War	Berlin Wall	9/11	GFC/Climate Crisis/Pandemic
<b>MEDIA</b>	Traditional media	Targeted media	Digital & viral media	Interactive media
<b>POP CULTURE</b>	The Beatles	Madonna	Britney Spears	Billie Eilish
<b>WORK</b>	Job security	Work-life balance	Freedom & flexibility	Security & stability

# MINDSET DIFFERENCES BETWEEN YOUTH OF TODAY

## MILLENNIALS

- Taught confidence and individuality
- Less control in their lives
- Live in the moment
- Want to be fun
- Digital natives
- Self-absorbed
- Stand out from the crowd (align with their peers & show their individuality to slightly stand out)
- Good at 'working the system'

## GEN Z

- Taught resilience and practicality
- Early independence
- Plan for the future
- Want to have fun
- Mobile natives
- Self-assured
- You do you (their world has always been fragmented. Believe in the importance of acceptance)
- Will create their own system



Talk to your child about these generational differences. While some of these habits might be frustrating, make light of them and make this a topic to learn from, not loathe.

**Be sure to check out our other free resources on how to help your children develop relationships at work and how to boost their overall well-being through meaningful career discussions.**

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