

MEETING IN A BOX

Reverse Mentoring with Patrice Gordon

Dare to Lead Podcast with Brené Brown

Junior employees – particularly those from underrepresented backgrounds – have a lot to teach their supervisors. Leaders, after all, must understand the challenges their employees face before making executive decisions. Reverse mentoring can be a powerful tool to build trust and foster inclusion in your organization.



- **Step 1:** Have your team read the getAbstract summary of [Reverse Mentoring with Patrice Gordon](#). To access the summary, click on the book cover.
- **Step 2:** Schedule a meeting with your team to discuss the questions below.
- **Step 3:** Have a discussion

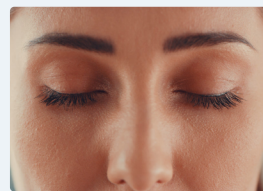
“My first tip is ensuring psychological safety, because in order for change to take place and in order for people to lean in with vulnerability, they first have to have trust.”

Patrice Gordon

Discussion Questions

1. Speaking of company culture, what conditions must be met for reverse mentoring to work? What are potential challenges and obstacles?
2. Communication, empathy and self-awareness are vital leadership skills. How can reverse mentoring help younger employees hone these skills?
3. How can reverse mentoring support building a learning culture?
4. Do you feel a reverse mentoring program could help to close generational gaps within your company?
5. Have you experienced reverse mentoring before? What has been your experience?

Additional resources:



[How to Achieve Psychological Safety](#)
journal article



[Mentoring Channel](#)