



Mastering Change with Budo-Mentoring

Efficient mentoring using martial arts principles

By Helge Grosch



Agenda

- Introduction
- The mentee's life situation
- Deep-dive and application of the interdependencies



Gogyo - The Five Phases

A short introduction in background and concept



Background information

What is it?

It is a generic description of “natural” cycles, a circular process that can repeat itself over and over again.

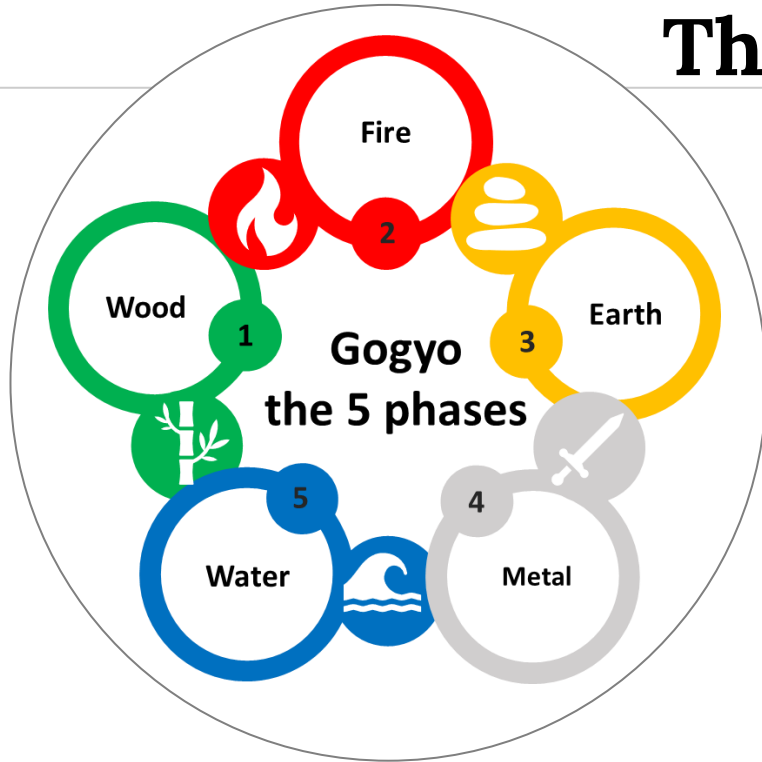
The principle can be used on every process

Where does it come from?

Originally from China (Wu Xing) being a part of the Daoistic teachings.

It has been an integral part of all arts focusing on the path (Jp. dō, chin. dao), e.g., martial arts.

The Five Phases explained



1 Wood Phase

Wood is **growth in all directions**, to secure survival. Wood is the **beginning of things**. In terms of seasons, wood is associated with **spring**.

2 Fire Phase

Fire burns. The chemical **reaction that changes** the nature of things and casts light. Fire is **when things happen**. In terms of seasons, fire is **early summer**.

3 Earth Phase

Earth is the phase of **settling, manifestation** and forming of things. Earth is **the center** of things. In terms of seasons, earth is associated with **later summer**.

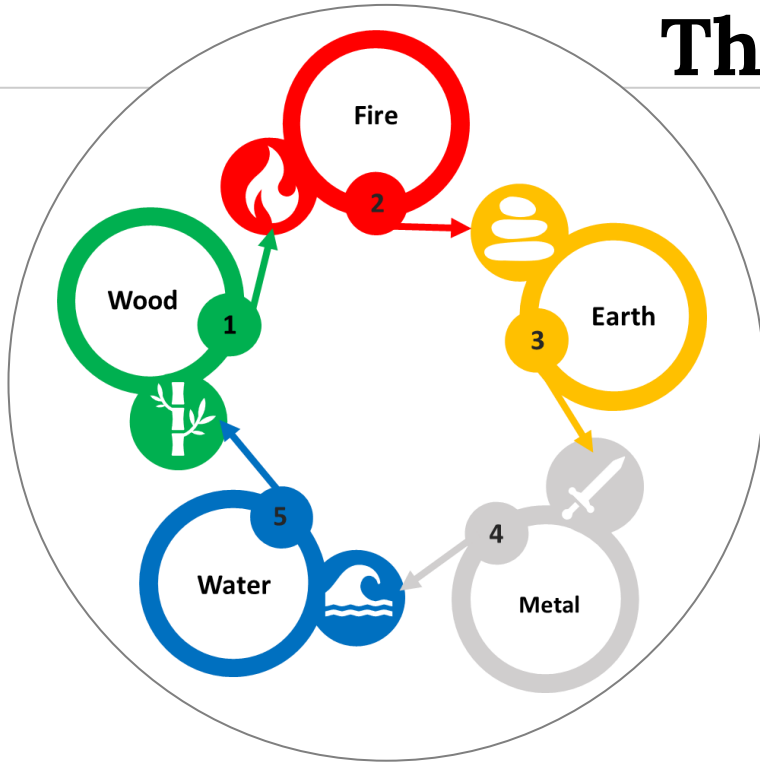
4 Metal Phase

The essence of metal is **crystalisation**. Metal is the phase of **separation and clarity**. In terms of seasons, metal is **autumn**.

5 Water Phase

Water **transports**. It is the phase of **bringing clarity further**. Water is the **end of a cycle**. In terms of seasons, water is **winter**.

The promoting cycle



Wood → Fire

Wood feeds fire. Without anything to burn (wood as the only agent in this cycle), there cannot be fire. To keep fire burning, there needs to be a steady supply of wood.

Fire → Earth

When fire burns, it creates ashes - meaning earth. To create new matter, fire needs to burn.

Earth → Metal

When earth settles, it starts being pressured under its own weight. Earth let's metal crystallise.

Metal → Water

When metal crystalizes, it provides the clarity. When metal is dissolved, it vitalizes water.

Water → Wood

Water transports minerals to wood. When water is flowing up the tree, it brings the leaves the nutritants they need to grow.



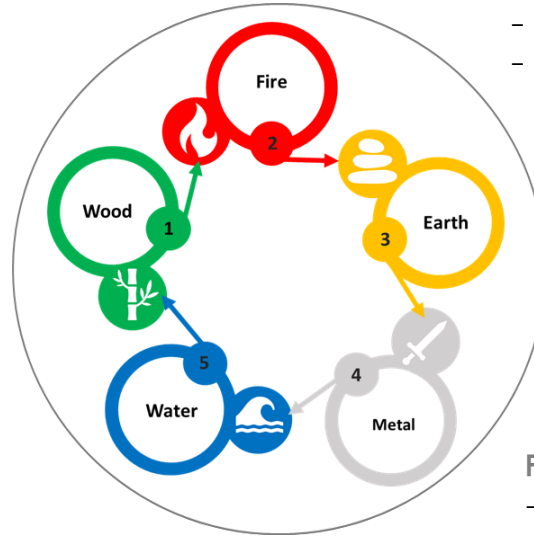
Example: The Five Seasons

Spring (March-May)

- Getting warmer and snow melting
- First leaves and flowers
- High growth
- Pollination
- Days are getting longer

Winter (December- February)

- Cold and snowy
- Death or Hibernation
- Darkest season of the year



Early summer (May-July)

- High temperatures and sunshine
- Everything is at it's peak
- Fruits and crops are growing
- Day length at its peak

Late summer (August-September)

- Fruits and Crops are maturing
- Harvest season
- There is plenty of everything
- Days start getting shorter

Fall (October - December)

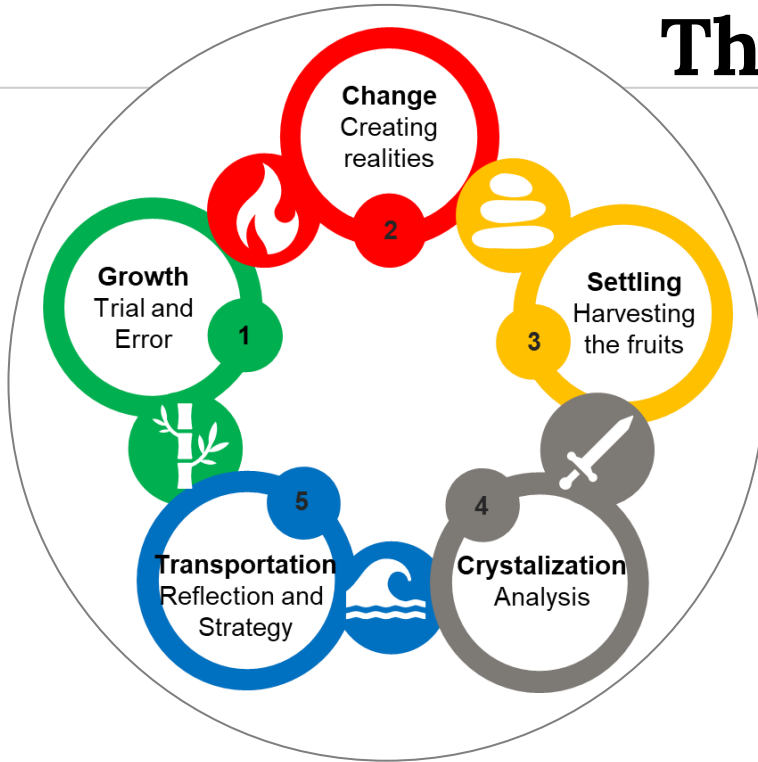
- Getting cold and rainy
- Leafs are falling
- Getting dark



Application of the cycle

Helping mentees to solve their problems with the five phases

The Five Phases in application



1 Wood Phase – Growth = Trial and Error

Growth in all direction means understanding what works and what doesn't. It is a typical trial and error approach. If supported by Reflection and Strategy, it becomes non-erratic.

2 Fire Phase – Change = Creating Realities

Changing from one thing is a reality altering experience. If it is supported by Trial and Error, the new realities have higher chances of staying for good.

3 Earth Phase – Settling = Harvesting fruits

Settling and maturation is a process that requires time and patience. If it is preceded by a meaningful change, it will allow a rich harvest.

4 Metal Phase – Crystallization = Analysis

Crystallization is a process of refinement that requires enough weight. If supported by enough pressure through experience, the analysis will give a meaningful result

5 Water Phase – Transportation = Reflection & Strategy

Transportation means bringing things from one place to another so it can be put to best use. If supported by meaningful results, reflection will result in a fitting strategy.



Disclaimer!

*The following content
is **stereotypical.***

Please take it with a grain of salt

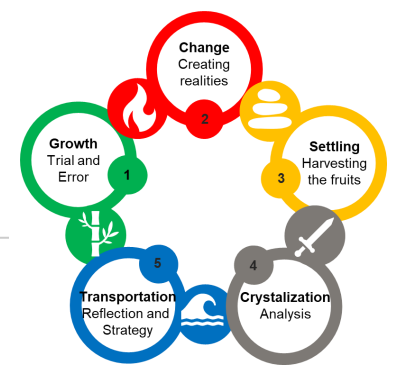


The mentees life situation

Application of the mentees life to the five phases



The different parts of their



Educational situation

All mentees join the program because they know their education is **coming to an end**.



Professional situation

All (or almost all) mentees are new to the professional life with **no to little experience**. They also feel they have **little to no network**.



Personal situation

All have limited experience in Denmark (incl. Danish). But they have quite some **life experience**.





Transitioning successfully to Wood

What to be aware of

What could go wrong?

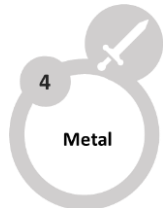


	Metal Analysis	Water Reflection & Strategy
Lack of	Mentees with a lack of understanding for themselves , their values, strengths and weaknesses as well as a lack of knowledge of the business world, the job market and the business world.	Mentees with a lack of understanding of how their capabilities could be applied to and how they get to the positions that fits to them.
Abundance	Mentees that over-analyse everything and thus think they know it all already but without proper ground. Example: Gerry	Mentees that are hindered by the sheer plethora possibilities . That can't stick to a plan because it needs to be fool-proofed before it is put into action. Example: Me
Jumping	Mentees that make plans but in their plans their personality and the job description just don't fit Example: Yann	Mentees that don't think and just go into action . The typical Go-Doers that despite thinking about things and making plans. Example: Archy



Strengthening of lack of metal

To strengthen analysis (metal), focus on fruits already harvested (earth)



In this situation, helping the mentee with **analysis of** their **personality and** the **positions** they would fit into can help them come further.

Concentrating
metal by
adding earth

The **garuda profile** is a great starting point for discussion and deep dive.

Looking into **past achievements, likes and dislikes** (both in education, work and private life) as well as what friends and family say about the mentee can help them with getting the needed clarity.

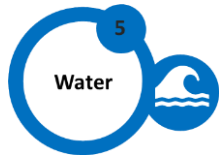


Defining their **strengths and weaknesses** as well as personal values based on past experience is another very effective way to bring them on.

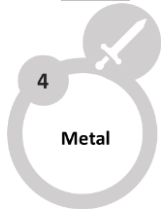


Strengthening of lack of water

To strengthen reflection and strategy (water), focus on analysis (metal)



Vitalizing water
by strengthening
metal



In this situation, helping the mentee with **planning of their career** can help them come further.

The well known “**where do you want to be in 10 years**” is a great starting point for discussion and deep dive.

Using the **personal values and strengths and weaknesses** of the mentee and their personality traits is the epitome of success in this phase.

Making a **loose career plan** with different milestones on the way taking the fit of the personality to different positions and possible developments into consideration is also very effective.



Avoiding jumps

Avoiding jumps is a bit trickier – failing fast and learning from it is my favourite way.

Jumping Metal

If a mentee wants to jump the analysis phase, it is often, because they have a (too) strong “Can Do” attitude. They don’t want to be pin down and rather just try things out.

This can be effective, but it is not efficient.

In this situation, letting them do this, and helping them analyse why they failed (if they did), and how they can get quicker to achieve success is an effective way to go.

Jumping Water

If a mentee wants to jump the reflection/strategy phase, it can be difficult to do anything about it. They can be quite successful with their approach, because they probably know what they want right now and that’s the most important.

In this situation, letting them just do what they want is effective. After all, we are mentors not therapists.

As mentors, we should be careful what we do and know our place.



Thanks!

Any **questions** ?

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Example: a persons life

Childhood (-0-12y)

- From birth to the start of puberty
- Trying out where the boundaries are
- Finding themselves

The last phase (70y to death)

- Deteriorating health
- Reflection of what life was like
- Handing over the knowledge created



Adolescence (-13-24 year)

- Breaking boundaries
- Thinking outside of the box
- Finding their place

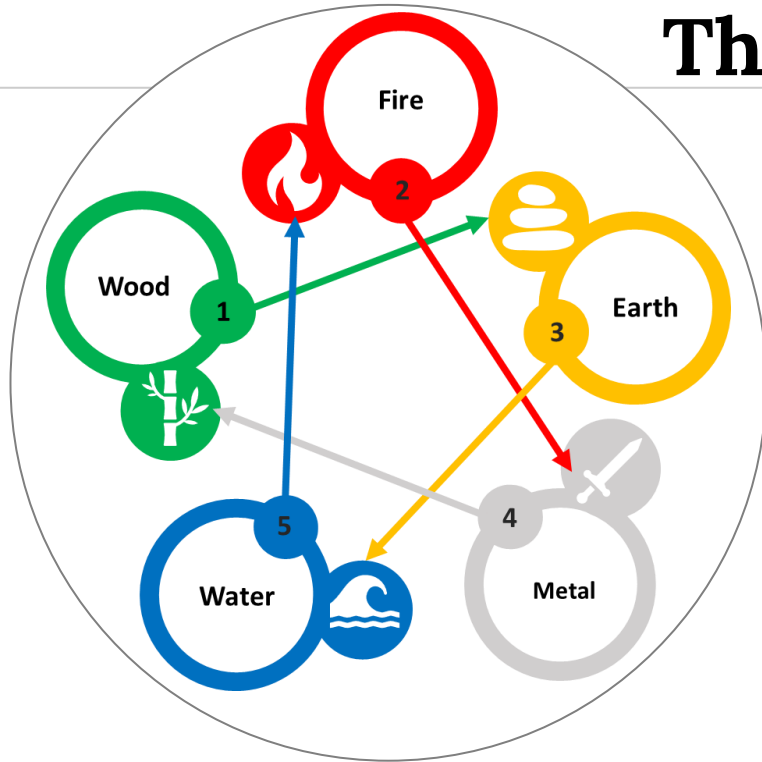
In the middle of life (-25-50y)

- Knowing their place
- Settling down
- Responsible for everything ;)

Aging/the metallic age (-51-70y)

- Hair are silver, teeth are gold, legs are lead
- Understanding how life works
- Reduction to what is important

The regulating cycle



Wood → Earth

The roots of wood grow in the earth. This has multiple effects: it loosens the soil, counteracting earth's settling, it gives earth structure opposing slow erosion, it keeps earth alive

Fire → Metal

Fire heats up and eventually softens and melts metal. This has multiple effects: it counteracts metals brittleness, it purifies (removes the slag from its core), it allows metal to change its form

Earth → Water

Earth is a shape and the grand vessel/reservoir for water. This has multiple effects: it gives water a definite shape, it let's water gather in large quantities, it gives running water direction

Metal → Wood

Metal is sharp and ridged. This has multiple effects on wood: it limits woods movement (e.g., nails, screws), it limits woods spread (scissors, saws, axes)

Water → Fire

Water surrounds everything and thus removes the oxygen from fire. This has multiple effect: water extinguishes fire, water tempers fire, water confines fire.