

## STAR Mentoring on the Starship Enterprise – Takeaways

Youtube clip: [▶ Captain Picard's Persian flaw.](#)

**1. Recognize and Respect Individual Strengths:** Commander Kirk demonstrates a deep understanding of Captain Picard's strengths, particularly his ability to quickly assess situations and take decisive action. *As a mentor, it's crucial to identify and appreciate the unique strengths of your mentee.*

**2. Encourage Adaptability:** Kirk recognizes that Picard's usual approach isn't suitable for this situation and advises him to adapt. *Mentors should guide mentees to be flexible and adjust their strategies when needed.*

**3. Provide Perspective and Guidance:** Kirk offers a different viewpoint, urging Picard to consider the situation as a matter of "time" rather than a person or place. This helps Picard reframe the problem and potentially find new solutions. *Mentors should support problem-solving through observation and questioning.*

**4. Exercise Patience:** Kirk doesn't force a solution on Picard but allows him to work through his frustration and arrive at a realization on his own. *Mentors should be patient and give mentees the space to learn and grow.*

**5. Address Weaknesses with Sensitivity:** Kirk gently points out Picard's "Persian flaw" – his tendency to take immediate action. *Mentors should address weaknesses constructively and with empathy.*

**6. Foster Self-Awareness:** By highlighting Picard's "Persian flaw," Kirk encourages him to reflect on his own tendencies and potential blind spots. *Mentors should help mentees develop self-awareness and identify areas for improvement.*

**7. Use Humor to Diffuse Tension:** Kirk's lightheartedness and humor help to ease the tension and create a more comfortable environment for Picard to process his thoughts. *Mentors can use humor to build rapport and make the learning process more enjoyable.*

**8. Encourage Active Listening:** Kirk actively listens to Picard's concerns and frustrations, allowing him to express himself fully before offering guidance. *Mentors should be good listeners and create a safe space for mentees to share their thoughts and feelings.*

**9. Guide, Don't Dictate:** Kirk doesn't tell Picard exactly what to do but instead guides him towards a new perspective. *Mentors should empower mentees to make their own decisions and find their own solutions.*

**10. Embrace the Learning Process:** Both Kirk and Picard demonstrate a willingness to learn and grow. *Mentors should foster a growth mindset and encourage continuous learning for both themselves and their mentees.*

**Bonus Takeaway:** The scene highlights the importance of having a mentor or coach who can provide *honest feedback, direct reflection, and support development* in any situation.