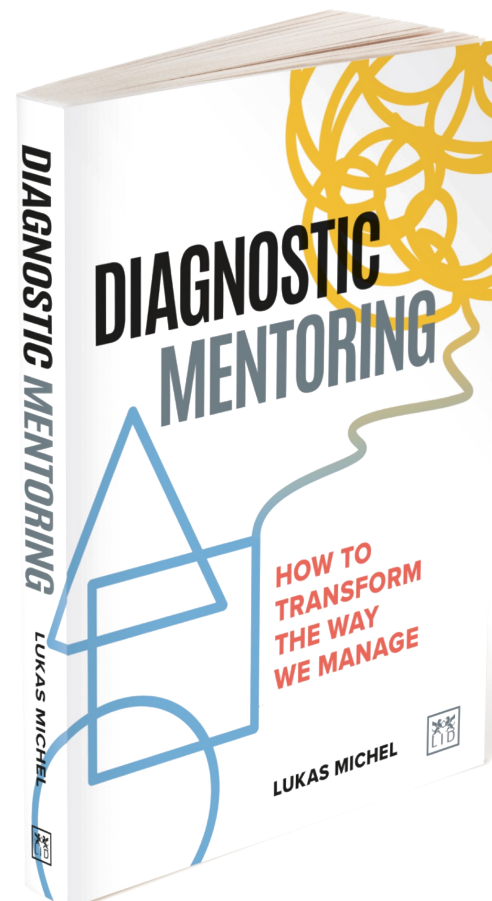




DIAGNOSTIC MENTORING

A short companion guide to the book by Lukas Michel.

Diagnostic Mentoring explores how leaders and mentors can help people and organizations see patterns, raise awareness, act on insights, and learn fast. This companion guide introduces the book and highlights why its ideas matter for leaders, teams, consultants, and Clarity Mentors.

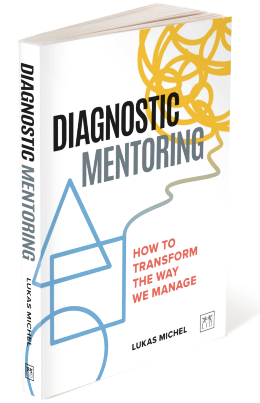


This guide is a bridge into the book. It does not replace the book. It helps readers see why Diagnostic Mentoring matters in practice.



Why this book matters

Diagnostic Mentoring matters because many leaders and consultants move too quickly from observation to advice. The book develops a more disciplined posture: help people see, help them interpret, help them act on insight, and help them learn from what happens next.



What you will find in the book



1. A mentoring posture that raises awareness before giving advice



2. A diagnostic way to see patterns in people, management, and organization



3. A bridge from insight to responsible action and fast learning



4. A foundation for guided conversations, clarity practice, and reflective facilitation



A different kind of mentoring book

Diagnostic Mentoring does not begin with advice. It helps readers create the conditions in which people can see more clearly, act more deliberately, and learn faster.








Who it is for

For leaders, consultants, coaches, educators, Clarity Mentors, and readers interested in facilitation, reflection, and organizational learning.

Key ideas and themes

The book links diagnostic seeing with the human work of mentoring. It invites readers to hold back prescription long enough for awareness, ownership, and learning to emerge.

Themes running through the book

- 1 SEEING PATTERNS**
Diagnostic work begins by making recurring patterns visible rather than reacting to isolated symptoms. 
- 2 RAISING AWARENESS**
Mentoring helps people see what they may already experience but have not yet named clearly. 
- 3 MENTORING POSTURE**
The mentor guides attention and reflection without taking responsibility away from the person or team. 
- 4 ACTING ON INSIGHT**
Insight matters when it leads to more informed, responsible, and learnable action. 
- 5 LEARNING FAST**
Diagnostic mentoring treats action as a source of learning, not only as implementation. 

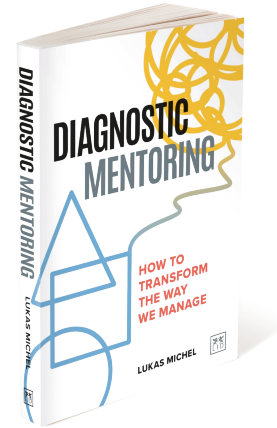


The value of the book lies in how it connects seeing, mentoring, action, and learning into a practical discipline for better leadership conversations.



How to use this book

Diagnostic Mentoring can be read as a source of ideas, a facilitation discipline, and a guide for reflective practice. It is especially useful for readers who want to help others move from unclear experience to structured awareness, informed action, and learning.



Three ways to work with the book



Read for posture

Use the book to clarify the stance of a mentor who helps others see before advising or prescribing.



Reflect on your own practice

Use the themes as mirrors for your own consulting, coaching, leadership, or Clarity Session practice.



Continue the conversation

Use the book as a starting point for deeper reflection through Clarity Before Change, the Organization Twin, or a Guided Clarity Session.

A first reflection

1

Where do I move too quickly from observation to advice?

2

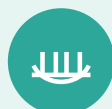
What pattern needs to become visible before action is useful?

3

How can I help others take ownership without prescribing the answer?

4

What small action would create learning rather than just activity?



This companion guide introduces the book. To go deeper, read *Diagnostic Mentoring* and continue the conversation through the wider Management Insights body of work.