



Mentee Workshop #1

Introduction and Self-preparation

AGENDA

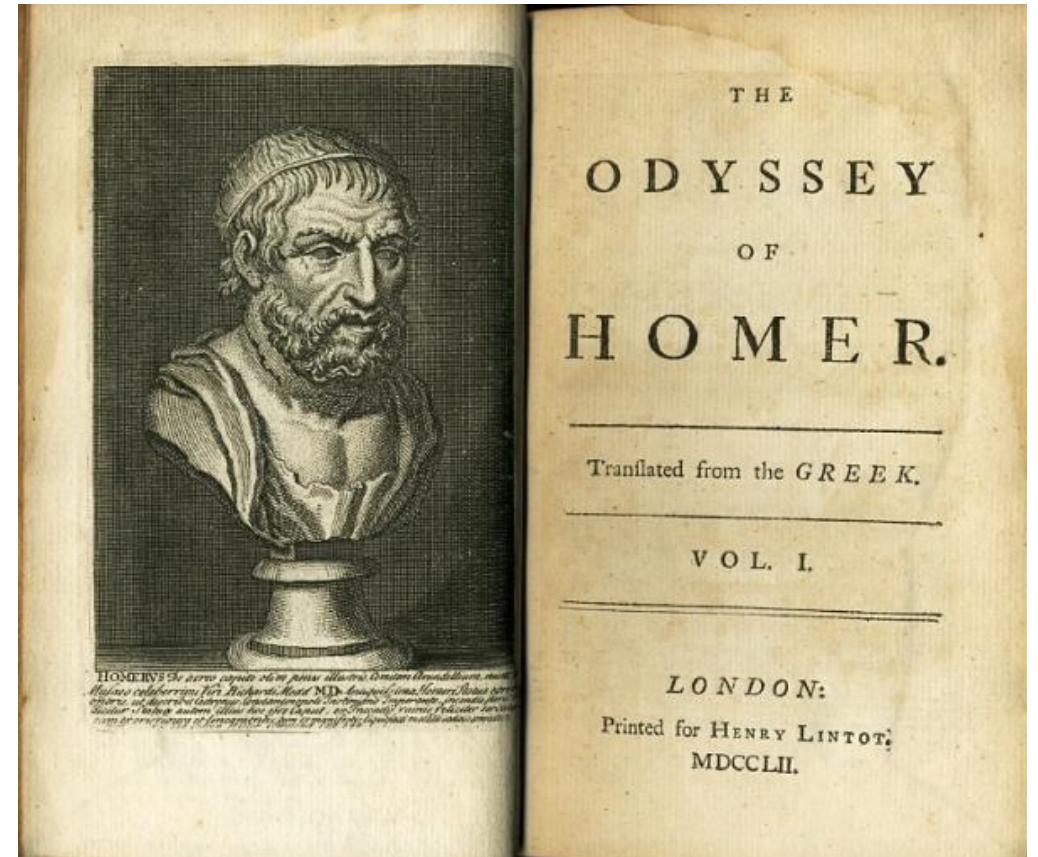
- Mentoring
 - The give and take
 - What it is and what it is not
 - Forms of mentoring and what to expect with IRSHAD
 - The THREE phases
 - Q&A period
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MENTORING HISTORY 101

.....kidding just a fun fact ☺

The story of **MENTOR** comes from Homer's *Odyssey*. Odysseus, king of Ithaca, fights in the Trojan War and entrusts the care of his household to Mentor, who serves as teacher and overseer of Odysseus' son, Telemachus.

After the war, Odysseus is condemned to wander vainly for ten years in his attempt to return home. In time, Telemachus, now grown, ventures in search of his father. Athena, Goddess of War and patroness of the arts and industry, assumes the form of Mentor and accompanies Telemachus on his quest. Father and son reunite and cast down would-be usurpers of Odysseus' throne and Telemachus's birthright.



MENTORING IS.....

A developmental
RELATIONSHIP *based on*
INTENTIONAL *conversations*



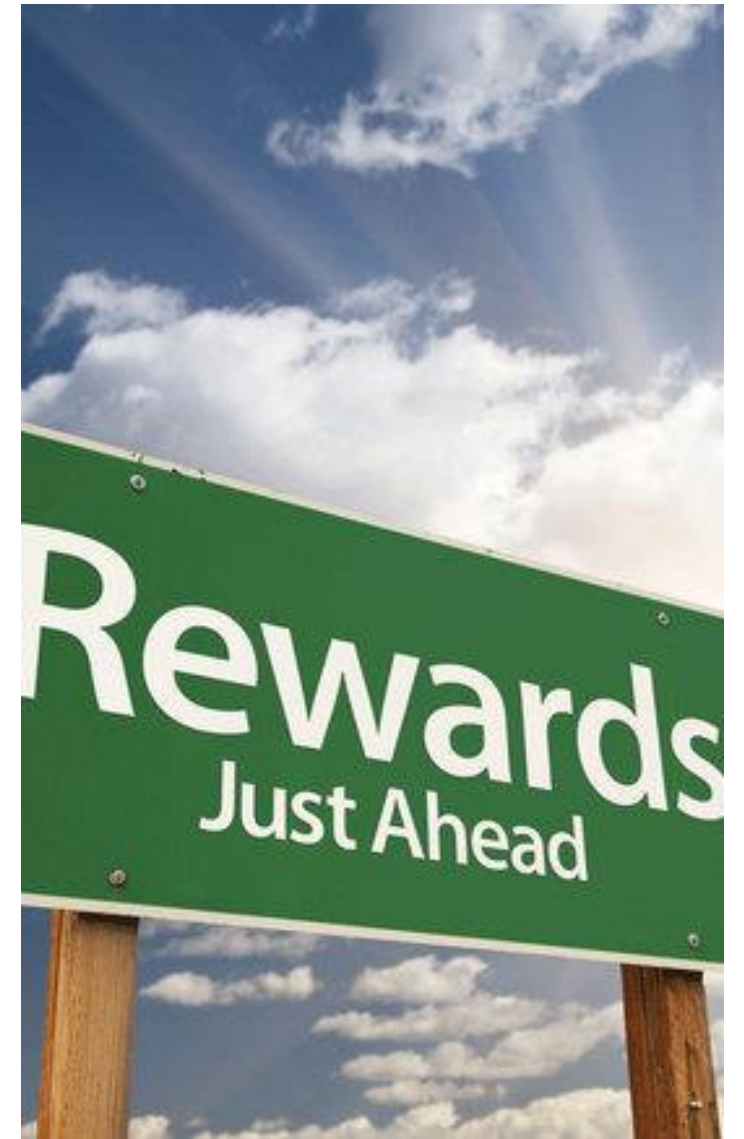
WHAT IS TAKES

- Time, energy, **ENTHUSIASM**
- **COMMITMENT** to regular meetings
- **ENGAGEMENT** in discussion and **REFLECTION** on goals and progress
- **ACTIONS** to stretch your growth and learning
- **PASSION** about your own growth and development



THE REWARDS

- **DISCOVERY** and **CLARITY** on direction
- **LEARNING** and **GROWTH**
- **TAKING RISKS** in a safe environment
- **DEVELOPING** valuable personal and professional skills
- **IDENTIFYING** and **PURSUING** personal, professional, or academic goals



IT IS....

- a relationship in which the mentee takes **ACTIVE RESPONSIBILITY** for his own learning and development, and the mentor serves as facilitator of that growth.
 - a relationship built on the history, experience, and knowledge of **BOTH PARTNERS.**
 - a relationship in which the mentor **FACILITATES** the mentee's growth and development by asking thoughtful, thought-provoking questions.
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✘ IT IS NOT....

- a relationship in which the mentee **PASSIVELY RECEIVES** instruction from the mentor.
 - a relationship in which the mentor tries to **MOLD** the mentee into a version of his/herself.
 - a relationship in which the mentor **SOLVES THE MENTEE'S PROBLEMS** for him or gives him all of the answers.
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FORMS OF MENTORING

A mentor is a ***FACILITATOR:*** of conversations, of access to resources, of connections, of relationships, and ultimately of your growth and development. a relationship in which the mentee passively receives instruction from the mentor.

- ***DISTANT MENTORING***
 - ***FORMAL MENTORING***
 - ***INFORMAL MENTORING***
 - ***GROUP AND PEER MENTORING***
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Who served as a mentor for you in your life?

What did that person do for you?

(for example: guide, teach, sibling, friend)

What worked well in that relationship?

What did not work well in that relationship?

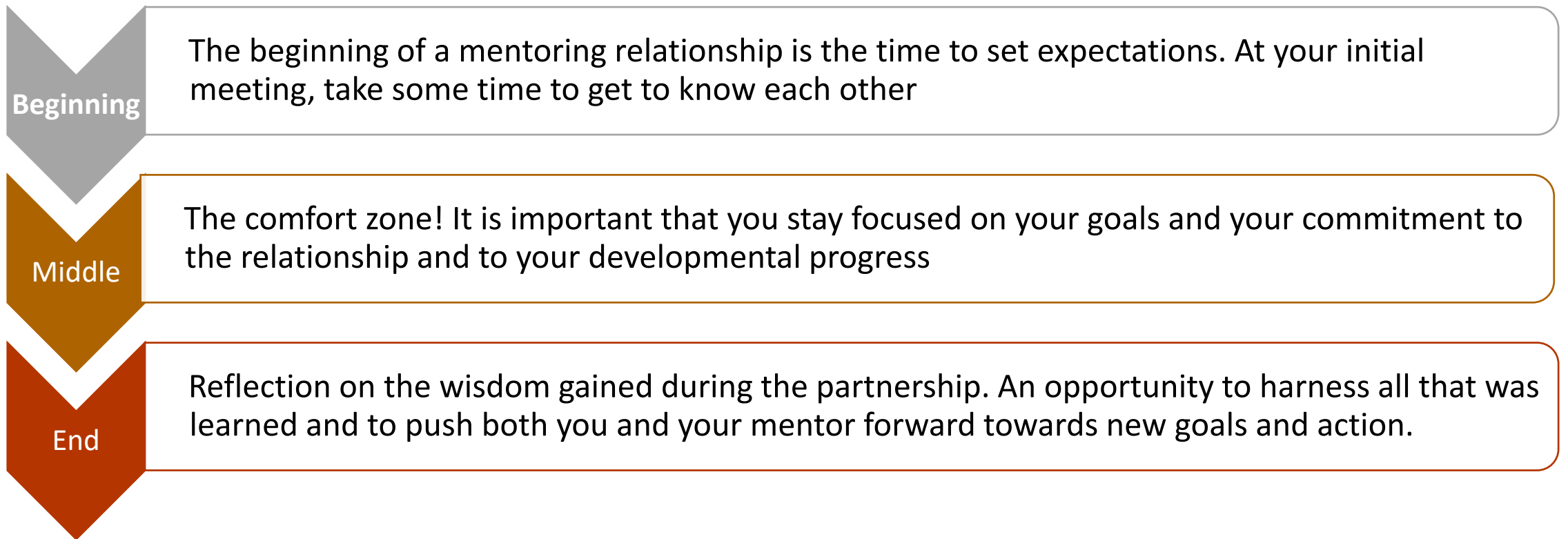
***What did you learn about being in a “mentoring”
relationship?***



Community and civic engagement is an undeniably critical part of ensuring that mentoring isn't left to chance

THE 3 PHASES

Mentoring relationships have **THREE distinct phases** that require a different focus of attention



CORE SKILLS NEEDED THROUGHOUT

- Listen actively vs. listening only to respond
 - Don't make assumptions, playback in your own words
 - Question openly
 - Read body language (tone)
 - Avoid communication road blocks (*ex. ordering, threatening, preaching, avoiding, lecturing*)
 - Build trust
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ATTRIBUTES OF A RECEPTIVE MENTEE

- Willingness to learn
- Willingness and ability to self-evaluate
- Learning style
- Time & relationship management
- Listening skills
- Self-confidence
- Confidentiality



THE BEGINNING

- Get to know each other

Suggested topics and questions available as well as many other resources you can use

- Establish expectations for your mentoring relationship to avoid any confusion or stumbling blocks

P.S. remember to ask your mentor about their goals for you and for the relationship as well

- Mentoring agreement
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THE MIDDLE

- Stay focused on your goal

Stay true to your personal vision, SMART goals and mentoring action plan (resources available)

- Can't be stressed enough that this relationship is all about **YOU**

You will get out of it what you put into it (we are here to help)

Commit to put in the time and the effort and to stretch yourself in new ways.

Always remember that your mentor is a busy person, with commitments of their own.

*Do not take that lightly. Keep in mind the saying: **you never have a second chance to make a first impression!***

THE END

- Reflect and evaluate

Review your mentoring logs, reflect on where you were and where you are now.

- Celebrate the achievement and relationship

Relationship building and knowing how to get to closure is an opportunity for growth



HOW ARE WE SUPPORTING YOU?

- Support and Resources

Mentee handbook

Templates: reflection, goal getting, first meeting, agreements, mentor log, problem solving, checklists, feedback and evaluation, potential topics (and growing...)

- Other opportunities

Masterminds group session

Celebration reception – wider networking opportunity

DISCUSSION

