Mentoring
Building Partnerships for Learning
Mentoring is...
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Mentoring is a partnership.

Mentoring is ‘the act of helping another learn.’
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Difference between a Mentor, Coach and Supervisor

♦ A mentor is like a sounding board.
♦ A coach is trying to direct a person to some end result.
♦ A supervisor’s ultimate responsibility is to make sure the job gets done.
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Mentoring Requires Four Core Competencies

- Surrendering
- Accepting
- Gifting
- Extending
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Core Competencies cont’d.

- Surrendering
  the process of leveling the playing field
- Accepting
  the act of inclusion
- Gifting
  the act of generosity
- Extending
  to push the relationship beyond its expected boundaries
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Matching the Mentor and the Protégé

♦ Know your career anchor.

♦ What personal attributes do you bring to the mentoring relationship?
# Mentoring

## Building Partnerships for Learning

### The Value of Mentoring

<table>
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<tr>
<th>Mentor</th>
<th>Protégé</th>
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- Learn new things about yourself
- Acquire new knowledge
- Make more of your strengths; exploit your hidden talents
- Satisfaction of passing on knowledge
- Career satisfaction
- Expanding your personal network
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What does it take to be a mentor?

♦ Interest

♦ Commitment

♦ Confidence
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What does it take to be a great protégé?

♦ Identify your goals for the mentoring relationship.

♦ Take a look around

♦ Approach your potential mentor
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How Can a Mentor Prepare

♦ Assess your experiences

♦ Assess the protégé’s needs
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Five Tips for Being a Great Mentor

♦ Encourage your protégé to communicate openly.

♦ Set firm guidelines and expectations from the beginning.

♦ Provide clear performance measures.

♦ Practice active listening.
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Must Guidelines for a Protégé

- Listen
- Implement, act on advice, put things into effect
- Have a willingness, desire, and commitment to learn and grow
- Be open-minded, willing to change and be coachable
- Check your ego at the door – ask for and be open to feedback and criticism
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Activities to Help the Protégé Grow

- Mentor a junior employee
- Give Presentations
- Join a Professional Society
- Formal Training
- Teach a course
- Special Assignments
- Attend Conferences
- Read To enhance knowledge
The Gift of Mentoring
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“Mentoring is an honor. Except for love, there is no greater gift one can give another than the gift of growth.”

Chip R. Bell Author
Managers as Mentors
Developing Leadership Skills

Helpful Resources

Managers as Mentors
by Chip Bell

Making Feedback
by Joe Folkman, Ph.D.

Mentor Manager, Mentor Parent
by Linda Culp Dowling and Cecile Culp Mielenz, Ph.D.

Novations, Strategies for Career Management
by Gene Dalton and Paul Thompson

Soul Work
Finding the Work You Love, Loving the Work You Have
By Deborah P. Bloch and Lee J. Richmond