Mentorship 101

LARA ASHBAUGH, MS, LPC, NCC
What is a mentor?
<table>
<thead>
<tr>
<th>Mentor</th>
<th>Coach</th>
<th>Manager</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Definition:</strong> an</td>
<td><strong>Definition:</strong> A person</td>
<td><strong>Definition:</strong> a person</td>
</tr>
</tbody>
</table>
| experienced and trusted    | who instructs or trains    | responsible for controlling
| advisor                     |                            | or administering            |
Hallmarks of a Mentor

- There is a journey involving challenges which must be overcome
  - Needs to have a sense of direction and purpose
- The mentor has something the mentee needs
  - Needs to provide appropriate assistance
- A harmony of benevolence and respect
  - Benevolence from mentor to mentee
  - Respect from mentee to mentor
Appropriate Assistance

- Share experience
  - Tell stories and offer your views
- Provide space for the mentee to think things through
  - Ask reflective question (ie: What’s really important about this?)
- Offer constructive feedback
- Give advice or wise counsel
- Share your knowledge
  - Let me explain…..
- Share power or influence
- Share your network of contacts
Benevolence and Respect

- Benevolence
  - A sense of goodwill towards the mentee
  - Compassion, care and generosity
  - AND
    - Mentee needs to feel ownership over their learning
    - Mentee must not be protected from life’s formative or tough lessons
    - Mentee is empowered when they are successful through their efforts

- Respect
  - Mentee needs to have respect for the mentor
  - When we respect we are more open to learning from and being influenced by someone
Guiding Principals for Mentors

- Your relationship is one of equality and yet has a natural bias/emphasis
  - The mentor’s aim is to support the mentee’s growth while increasing their sense of empowerment
- The responsibility for learning, progress and results ultimately rests with your mentee
- Mentoring is a collaboration between you, your mentee and “everyday life”
- What your mentee chooses to do, learn or ignore from the mentoring is not the mentor’s business
  - Interested but not invested
  - Check your ego
- Some results of mentoring can be identified or measure – some cannot
Abilities of a Good Mentor

- Connect through listening
  - A combination of attention and intention
- Building a relationship of engagement and trust
- Maintain an effective focus
- Help overcome false limits, roadblocks or barriers to progress
- Help someone grow
Pitfalls

- Placing yourself under too much pressure
- Having an agenda (strategizing)
- Allowing the idea of being a mentor to suggest superiority or prestige
- Low levels of engagement
- Avoiding dependency/mutual dependency