

Mentoring 101



What is a Mentor?

men·tor

[ˈmen.tôr, ˈmen.tər]

NOUN

1. an experienced and trusted adviser:

"he was her friend and mentor until his death in 1915"

synonyms: adviser · guide · guru · counselor · consultant · [more]

- an experienced person in a company, college, or school who trains and counsels new employees or students.

synonyms: trainer · teacher · tutor · instructor

VERB

1. advise or train (someone, especially a younger colleague).

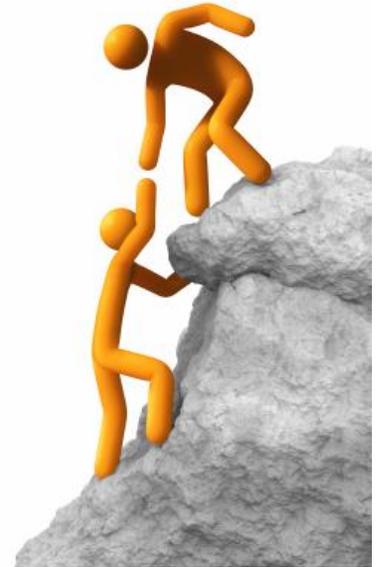
What is a Mentor?

How do you define
“mentor”?



What Does a Mentor Do?

- Guides a person by building trust and providing a positive role model.
- Understands the role and goals of the mentoring relationship.
- Focuses on the development of the mentee.
- Observes and advises.
- Supports the mentee emotionally.
- Is dependable, engaged and authentic.



What Does a Mentor Do?



Mentoring Matters

Studies Have Shown that Mentoring:

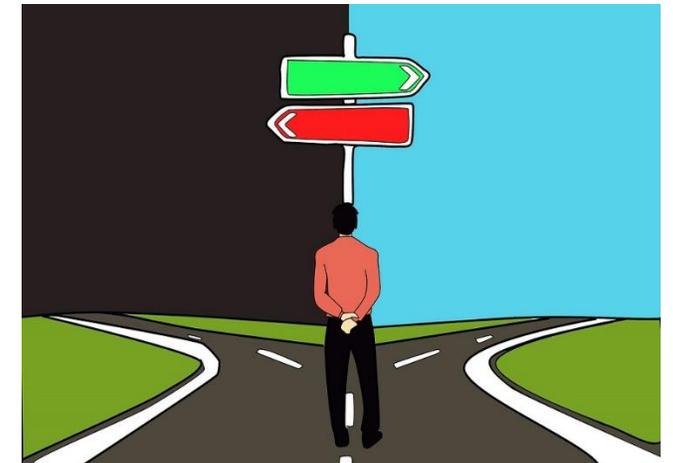
- Decreases risks of school dropout, incarceration, becoming a human trafficking victim and unsafe sexual behavior.
- Increases positive academic, social and economic outcomes.
- Improves physical and mental health, including reducing depression.



Mentoring Matters

In One Study, Youth Who Had a Mentor Were:

- 52% less likely to skip school and 37% less likely to skip a class.
- 55% more likely to enroll in Post Secondary Education
- 46% less likely to start using illegal drugs.
- 27% less likely to start drinking.



Who Needs A Mentor?



Everyone.

You Probably Had A Mentor.

Think Back:

Who Was A Mentor in Your Life?

What Influence Did They Have In Your Life?

What If They Had Not Been in Your Life?



How to be a Mentor



Build A Mentor Activity

Keys to Mentoring

The #1 key to being a mentor is being there.

Set Goals/
Expectations.

Encourage.

Be Honest.



Listen, even to
the silence.

Be
Authentic.

Be open.

Ask; Don't
Assume.



Self Advocacy

Self Advocacy is the ability to speak up for what you need.

Self Advocacy is a learned skill.

Self Advocacy fosters independence.

**DON'T BE AFRAID TO
SPEAK UP FOR YOURSELF.
KEEP FIGHTING
FOR YOUR DREAMS!**

- GABBY DOUGLAS

Self Advocacy

Keys to Self Advocacy:

Knowledge.

Tools.

Support and
Encouragement.

Confidence.



Tips for Effective Communication

- Active listening.
- Adapting to the audience.
- Reading non-verbal clues.
- Seeing their perspective.
- Master the art of timing.
- Give and engage.
- Be aware of emotions and ego.



Tips for Effective Communication



Avoiding Mentoring Pitfalls



Mentoring Don'ts

Over Promise

Make It About You

Break Trust

Demand

Judge

Command

Try to Be the Hero

Overstep Boundaries

Boundaries

Boundaries are guidelines, rules and limits that define appropriate and inappropriate behavior.

Boundaries are based on trust and respect.

Boundaries are essential for healthy and productive relationships, including mentor-mentee relationships.

People create physical, emotional and mental boundaries to protect themselves, a way to control their world.

Boundaries are influenced by upbringing, culture and social expectations.





Boundaries and Children in Foster Care

Children learn boundaries from the adults around them. Parents teach appropriate and inappropriate boundaries through instruction and modeling.

Many youth in foster care come from families with poor or inappropriate boundaries or no boundaries. This can cause them to misinterpret behavior or lack appropriate boundaries in personal relationships.

Boundaries and Children in Foster Care

Trauma affects a person's personal boundaries.

Any type of abuse - physical, emotional, or sexual - is a boundary invasion. It is a loss of control.

The way a person responds to trauma is individualized.



Tips to Create Boundaries

- Be up front and set appropriate boundaries.
- Model appropriate boundaries.
- When inappropriate boundaries are displayed, communicate with youth
- Involve and listen to youth.
- Demonstrate respect and trust.



What Would You Do?





Questions and Comments