

Successful Mentoring Relationships

Session Objectives

1. Think about mentoring through a wellness lens
2. Consider individual mentoring as a professional relationship that is goal oriented and symbiotic
3. Give participants tools to go back and develop a mentoring program or individual relationship that
4. Interact, share our talents, build relationships

Welcome!

First, get to know one another.

1. Name
2. Institution
3. One conference take away so far.

Then, let's play a game!

Famous Mentoring Pairs

Steve Jobs mentoring Mark Zuckerberg

Audrey Hepburn mentoring Elizabeth Taylor

Maya Angelou mentoring Oprah Winfrey

Professor Dumbledore mentoring Harry Potter

Steven Spielberg mentored JJ Abrams

Woody Guthrie mentored Bob Dylan

Warren Buffett mentoring Bill Gates

Luther Powell mentored Colin Powell

Michelle Robinson mentoring Barack Obama

Ray Charles mentored Quincy Jones

Health Benefits of Professional Relationships

What are the health benefits
participating in a mentoring relationship?

Decreases Isolation

Decreases Anxiety

Increases self esteem

Encourages hope

Breaks down bias

Wellness as a component of a mentoring program

Establish and Build Individual Mentoring Relationships

Reflection

What was your most positive experience as a mentor? Mentee?

What was your most challenging experience as a mentor? Mentee?

Can we use another word, please?

Sponsor?

Coach?

Cicerone?

Teammate?

Professional Relationship?

Mentoring is a two way Street



Traits of a good “mentor” (sponsor)

Interested in providing guidance, advice, and encouragement

Time and space to make the relationship a priority

Confidentiality

Good listener

Willingness, Interest, and Ability to advocate

Traits of a good “mentee” (guidance seeker)

Recognize what you have to offer: network, perspective, special skill (golf), technology training, energy and enthusiasm

Commitment and follow through to scheduling regular communication with mentor

Open to opportunities and experiences to enhance learning

Identify and work toward goals of the mentoring relationship

Confidentiality

Respect

Where to find a new professional relationship that meets your needs?

Formal Mentoring Program

Organic Relationship

Current network

Co-Worker

Human Resources

Shark Tank

The Way Up

Sealing the Deal



Words of caution

Unrecognized Labor

Know your limits

Feel comfortable letting the relationship
evolve (and end)

Reflection

1. How could a relationship with a mentor improve your professional or personal life?
2. What do you have to offer a mentee at this point of your professional or personal life?

Mentoring Program considerations

Questions to ask before starting a mentoring program

1. What is the philosophy or goal of the program?
 - Individual support of one another
 - Teaching a particular skill (technology in the classroom, navigating a Ph.D program...)
 - Assist through a particular time (first year in new role)
2. Who will direct the program? Is a director needed?
3. What is the cost of the program? (pay)
4. What is the anticipated length of each mentoring relationship? What is the length of the larger program?
5. What is the expected frequency of the interaction?

Shared goals

What is each party giving? Receiving?

What do include on the application?

- Standard contact information
- Why do you want to participate in the program?
- Specific Goals
- Can you commit to:
 - X hours a month for Y months
 - X types of activity
- Personality Assessment

Mentoring over time

1. What does a student or new professional have to offer?
2. What does a mid-career professional have to offer?
3. What does a nearing retiree have to offer?
4. What does a retiree have to offer?

Mentoring Models to Consider

May to December

Mentoring Teams (“flat structure”)

Opposite Gender

Mixed-Discipline

Virtual Relationship

Establishing Shared Goals and Individual Roles

Goals

1. What goal do you hope to achieve by participating in this program?
2. How do you hope your partner may help you reach that goal?

Logistics

1. How frequently shall we meet?
2. Who initiates the meeting?
3. Meeting format?
4. How long will this relationship last?

How is help this mentoring pair become successful?

Ella is a 28 year old doctoral student in mathematics. Ella is in a male dominated department and is finding a hard time developing deep relationships with her colleagues. She is looking for guidance on the next steps in her career. Ella struggles to find time to spend time with her boyfriend and enjoy her hobby of painting landscapes. She is also convinced that it is going to be impossible to work in academia and have a family, which she would like someday. Susan is 69 and is still engaged in campus life as a law professor. She writes, serves on committees, and teaches. Susan was one of a very small number of women in her law school class, in the firm she practiced in, and even at the law school until a few years ago. Susan loves community engagement and serves on the board of the community art center and big brothers big sisters. Susan is active and walks every day but finds those walks harder to do in the months since her husband passed. Susan signed up for the mentoring program because she thinks she has a lot of life experience to offer a younger professional.

Mentoring activities

- Lunch/Coffee/Drinks
- Professional Association Meetings
- Volunteering
- Physical Activities
- Being a champion when your person isn't there (Thanks, Georgina!)
- Do a personality assessment and discuss the results.

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Thank you!

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