

UMAA Mentor Connection



MAXIMIZING THE MENTOR RELATIONSHIP

Presented by:

Polly Roach (BA '85, MSW '97)

Vice President – Strategic Services

November 15, 2006

Agenda

- Introductions
- Mentor/Mentee Roles and Tasks
- The Mentoring Life Cycle
- Time to Talk
- Wrap Up and Resources

What is the Mentoring Partnership of Minnesota?



- The Mentoring Partnership of Minnesota (MPM) connects kids with the power of mentoring
- Our primary focus is to recruit & train mentors to expand the capacity of mentoring across MN
- Throughout Minnesota, we work with more than 400 mentoring programs that work with youth

Introductions

- College you are affiliated with...
- How long you have been involved in the Mentor Connection...
- Who mentored you?

What is a mentor?

- A trusted guide or friend (usually more “senior” in some way – age, accomplishment, life experience)
- A positive role model
- A caring responsible person who provides access to people, places and things outside their mentee’s everyday environment

Mentoring is not...

- becoming someone's parent
- taking the place of an ATM machine
- being a cool peer
- policing someone's life or decisions
- serving as a therapist
- acting as a savior

Characteristics of a Good Mentor

- Strong listening skills
- Committed
- Open-minded, respectful of differences
- Persistent
- Interest in putting self in new situations
- Patient
- Available – follows through!

Characteristics of a Good Mentee

- Open to the mentoring relationship
- Responsible
- Open-minded, willing to consider new views
- Persistent
- Interest in exploring different styles/tastes
- Patient
- Available – follows through!

Four Tasks of Mentoring

- Establish a positive relationship
- Develop life skills
- Identify areas for growth, assist in accessing resources and new experiences
- Increase ability to interact with other social and cultural groups

The Mentoring Life Cycle

- Phase 1: Building trust
- Phase 2: Exploring possibilities
- Phase 3: Navigating rough spots
- Phase 4: Continuing the cycle

Take time to talk...

- Mentors and mentees – share what you have worked on in this session
- Where are you in the mentoring lifecycle?
- What do you need to work on now? What's next for you?

Questions

- Any questions?
- What else do you need to maximize your mentoring relationship?
- Other questions? About the Mentor Connection? About mentoring?



**Thank you for being part of the
mentoring movement!**



Please take a moment to complete the
evaluation form.

For more information and resources on mentoring ...

Mentoring Partnership of Minnesota

www.mentoringworks.org

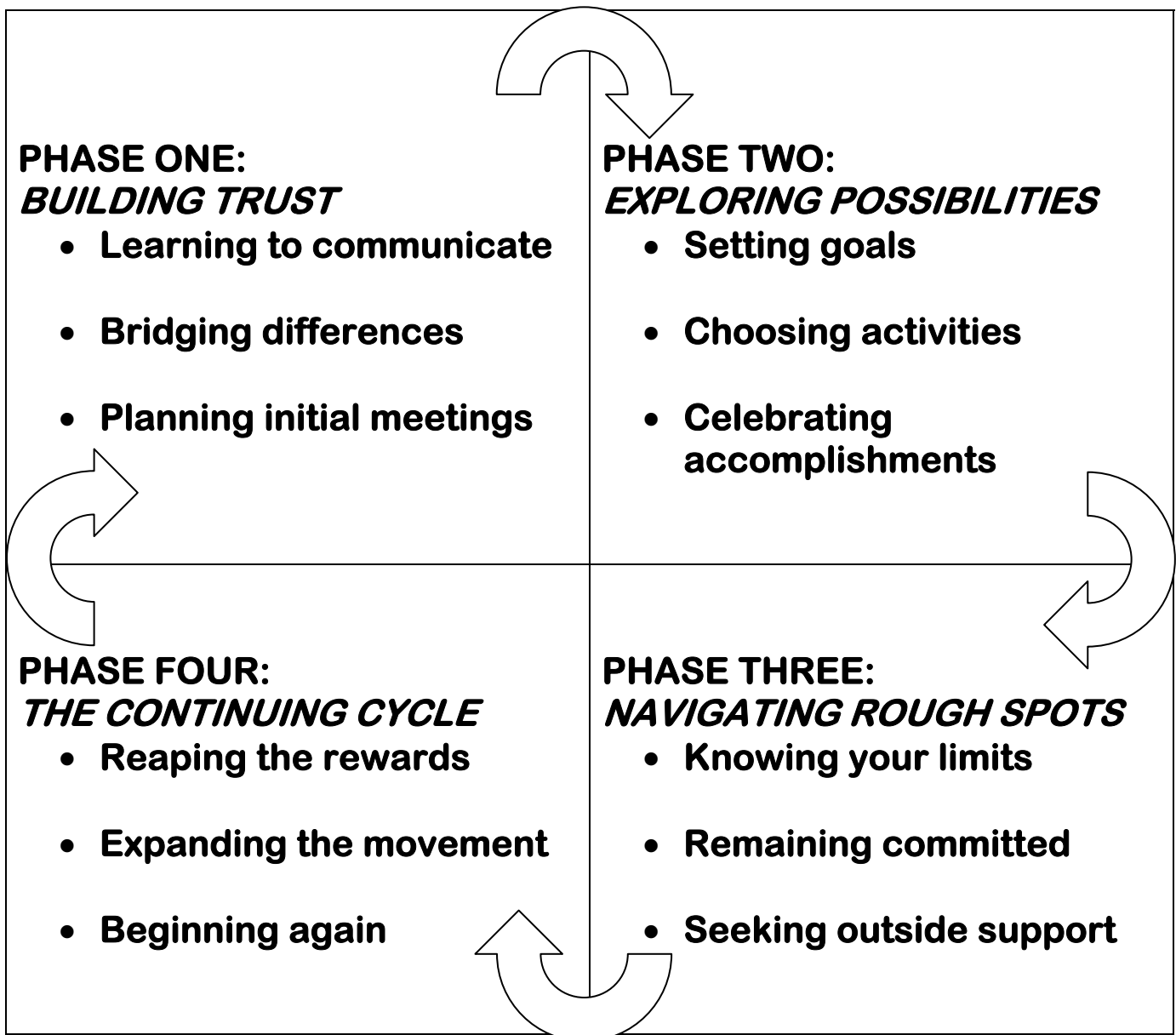
Polly Roach

Phone: 612-370-9119

E-mail: pollyr@mentoringworks.org



THE MENTORING LIFE CYCLE



Use the following exercises to get ready for every phase of the Mentoring Life Cycle



**University of Minnesota Alumni Association
Maximizing the Mentoring Relationship
November 15, 2006**

**Phase One:
Building Trust**

Who are you as a mentor or mentee?

Make a mentor/mentee business card:

**Strength you bring
to the relationship:**

**Something you want to
gain from the relationship:**

**Your preferred name
Your preferred title
(as a mentor/mentee)**

Examples:

**Sage, Veteran, Coach, Advisor,
Student, Explorer, Learner**

**Fear or concern you
you have about the
mentoring relationship:**

**Hopes and dreams for this
mentoring relationship:**



**University of Minnesota Alumni Association
Maximizing the Mentoring Relationship
November 15, 2006**

**Phase Two:
Exploring Possibilities**

What would you like to get out of being a mentor/mentee?

Start with the end in mind...

What will I have learned?

What will I have done?

What will I know that I don't know now?



**University of Minnesota Alumni Association
Maximizing the Mentoring Relationship
November 15, 2006**

**Phase Three:
Navigating Rough Spots**

How can you spot and solve problems before they happen?

Anticipate the rough spots:

**Name three stressors you typically experience
in your day-to-day life
(Examples – balancing work/school and time for self,
health issues, family needs, commuting, etc.)**

How might they affect your mentoring relationship?

What can you do to head these off?



**University of Minnesota Alumni Association
Maximizing the Mentoring Relationship
November 15, 2006**

**Phase Four:
The Continuing Cycle**

What will you do to reflect on what you learn and accomplish?

Brainstorm ways to recognize what you have gained:

Ideas:

**Journals – together and separately
Records of activities and experiences**

**Don't forget to thank your mentor/mentee...
and pass it on – continue the cycle of mentoring with others!**