

# Mentoring

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A Workshop by Ernie Thornberg -- January 21, 2011



## *What is mentoring?*

As we'll see as we go through this workshop, there is more than one definition of "mentoring." However, here's one from

<http://cmcismentorprogram.wordpress.com/mentoring-program-manual/definition-of-mentoring/>

USC CMCIS Alumni Society Mentor Program

USC = University of South Carolina

CMCIS = College of Mass Communication and Information Studies

"Mentoring is a developmental partnership through which one person shares knowledge, skills, information and perspective to foster the personal and professional growth of someone else."

"Mentoring is a brain to pick, an ear to listen, and a push in the right direction." John C. Crosby

Personally, I think this definition is a bit too narrow for reasons I'll explain later. However, I love the "power" words used in the definition:

developmental  
foster

partnership  
personal and professional

shares

perspective  
growth

*What are some synonyms of "mentor?"*

I looked up "mentoring" in the thesaurus in Microsoft Word 2007 and didn't find anything. Here are some synonyms, though, for "mentor."

adviser	coach	consultant	counselor	director	educator
escort	facilitator	guide	instructor	leader	pilot
role model	social worker	teacher	trainer	tutor	

Word 2007 also gave these synonyms but I think they miss the point.

guru	sage	expert	authority
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They miss the point because for a mentor it's not enough to "know a lot." The mentor must also do the sharing that is in USC's definition. We'll look at desirable qualities for people involved in a mentoring relationship later in this workshop.



*What is the person being mentored called?*

apprentice	assistant	learner	mentee	scholar	student
trainee	protégé				

You might also call the person "lucky."

## *Is mentoring important?*

The same USC definition goes on to say:

"We all have a need for insight that is outside of our normal life and educational experience. The power of mentoring is that it creates a one-of-a-kind opportunity for collaboration, goal achievement and problem-solving."

I think this gives incredible power to mentoring that goes beyond merely looking something up on the Internet or even taking a formal class. It also gives connection and interaction with one or more other people which is something that is often lacking these days.

Some of you may remember a movie called The Karate Kid. My "picture of mentoring" is from that movie. It's when Mr. Miyagi (Pat Morita) teaches strength and confidence to a youngster named Daniel Larusso (Ralph Macchio) through karate (and waxing cars and painting fences!).

So I think mentoring is very very important.

## *How are mentoring and POWERtalk International connected?*

Mentoring is also very important to POWERtalk International. Once you have gone to the home page of the website (<http://powertalkinternational.com/>) and logged in (you **must** do this using your last name and identification number) and selected member resources you can do a search for mentoring. You will see something like the following.



The screenshot shows the POWERtalk International website interface. At the top, there is a navigation bar with links for "Find a Club", "Links", "Contact Us", and "Site Map". Below this is a banner image of four people in business attire. The main content area features a search bar with the text "search...". Below the search bar, there is a "Search" section with a search keyword of "mentoring" and a "Search" button. The search results show "Total: 12 results found." and a list of results, including "1. Education Feature. The Role of the Mentor at Club, Council and Region" and "2. Master Manual. US. Section 1".

There will be more search results displayed including the following. The last of these is a POWERtalk International education feature titled "Mentoring - Putting Theory Into Practice."

1. [Education Feature. The Role of the Mentor at Club, Council and Region](#)

(Member Resources:Training and Publications/Education Features - Operation/Training)  
personal growth, mentoring, membership ...

2. [Master Manual. US. Section 1](#)

(Member Resources:Training and Publications/Master Manuals)

Slogan, Vision Statement, Mission Statement, Pledge, Creed, goals, goal setting, aims, membership, communication, leadership, speaker, speaking, mentoring, mentor, evaluation, work plan, self evaluation, ...

6. [Self-Development. Mentoring](#)

(Member Resources:Training and Publications/Education Features - Self-Development)

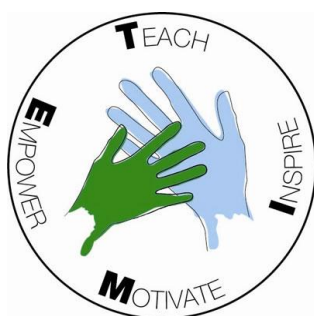
There are two reasons why this workshop is not following exactly the education feature.

1. I'm not a current member of POWERtalk International and didn't know about the feature until a few days ago and I don't have direct access to the member resources.
2. POWERtalk International seems to narrowly define mentoring as being between one mentor and one mentee and that is not my position or the focus of this workshop.

However, I do encourage you to look at the materials on the website; they will give you a lot of additional information about mentoring.

*Does mentoring have to be one-on-one?*

Well, it does depend upon how you define mentoring. In my opinion, absolutely not. A lot of times we think of mentoring as being one mentor and one mentee but this does not have to be the case. When your club is helping a person with their first speech, for instance, there are typically many mentors and one mentee. When a person is giving an educational feature to a club or council, there is often one mentor and many mentees.



## *What are some mentoring techniques?*

The following is taken from <http://en.wikipedia.org/wiki/Mentorship>.

A study of mentoring techniques most commonly used in business found that the five most commonly used techniques among mentors were:

1. *Accompanying*: making a commitment in a caring way, which involves taking part in the learning process side-by-side with the learner.
2. *Sowing*: mentors are often confronted with the difficulty of preparing the learner before he or she is ready to change. Sowing is necessary when you know that what you say may not be understood or even acceptable to learners at first but will make sense and have value to the mentee when the situation requires it.
3. *Catalyzing*: when change reaches a critical level of pressure, learning can jump. Here the mentor chooses to plunge the learner right into change, provoking a different way of thinking, a change in identity or a re-ordering of values.
4. *Showing*: this is making something understandable, or using your own example to demonstrate a skill or activity. You show what you are talking about, you show by your own behavior.
5. *Harvesting*: here the mentor focuses on "picking the ripe fruit": it is usually used to create awareness of what was learned by experience and to draw conclusions. The key questions here are: "What have you learned?", "How useful is it?".

## *What are qualities for good mentors?*

accepting	analytical	approachable	calm	candid	communicative
confidential	empathetic	encouraging	enthusiastic	friendly	good listener
have time	honest	knowing strengths & weaknesses			knowledgeable
motivating	nonjudgmental	nurturing	patient	positive	respectful
understanding					

## *What are qualities of a good mentee?*

approachable	committed	eager	flexible	having time
interested	open	patient	proactive	respectful
risk taker	serious	team player	not taking things personally	

### *Should all people get mentored the same way?*

No and this is a common mistake that is made when a person is mentoring or training someone. People are often divided into four groups depending on their personality type: analyzer, persuader, controller and stabilizer (or organizer). How you communicate with a person depends on the personality type. With some people, it's OK to say "this is the way this is." With other people, you might have to describe the reason why something is the way it is or provide proof of what you are saying. It depends upon the experience, education, intelligence, personality, need-to-know, etc. of the mentee. People are different. The best mentors and the best leaders adapt to their audiences, including their mentees.

### *What experiences do you have with mentoring?*

Have any of you had any experiences with mentoring, in any form? Can you share them with the group?

### *Mentoring exercise*

I've prepared an exercise that can help both the mentor and the mentee to do a better job mentoring. This exercise can be done at club meetings, council meetings or just on your own. The exercise is at the end of this workshop document.

### *Closing thought*

I think mentoring is very important technique for increasing the abilities of members in POWERtalk International to do almost anything. I think mentoring helps both the mentor and the mentee. I think that every member doing something for the first time should have a mentor assigned to help the member learn to do the something. POWERtalk International has the right emphasis on mentoring!



## *Mentoring Quotes*

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I think that these quotes, taken from [www.risingoak.org/pages.asp?pageid=86992](http://www.risingoak.org/pages.asp?pageid=86992), illustrate the broad nature of and importance of mentoring.

### **~ Daily Mentoring Quotes ~**

*"Do not wait for leaders; do it alone, person to person." - Mother Teresa*

*"The greatest good you can do for another is not just to share your riches but to reveal to him his own." - Benjamin Disraeli*

*"Mentoring is a brain to pick, an ear to listen, and a push in the right direction." - John Crosby*

*"A lot of people have gone further than they thought they could because someone else thought they could." - Unknown*

*"One of the things I keep learning is that the secret of being happy is doing things for other people." - Dick Gregory*

*"We make a living by what we get, we make a life by what we give." - Winston Churchill*

*"Every Timothy needs a Paul; Every Ruth needs a Naomi."  
- Pastor Aaron Williams (Mt. Zion Baptist Church, Seattle WA)*

*"One of the most valuable things we can do to heal one another is listen to each others stories." - Rebecca Falls*

*"We're here for a reason. I believe a bit of the reason is to throw little torches out to lead people through the dark." - Whoopi Goldberg*

*"One thing I know; the only ones among you who will be really happy are those who will have sought and found how to serve." - Albert Schweitzer*

*"Do all the good you can, By all the means you can,  
In all the ways you can, In all the places you can,  
To all the people you can , As long as ever you can ." - John Wesley*

## *Mentoring Websites*

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These sites all have mentoring training in the form of workshops, courses, conferences, tools, opportunities, software, etc. Note that the long site address starting with "https://www.google.com/search?q=mentoring..." has the graphics used in this document. Many, many more sites can be found by putting "mentoring" into your favorite search engine.

<http://powertalkinternational.com/>

<http://www.au.af.mil/au/awc/awcgate/mentor/mentorhb.htm>

<http://www.perrone-ambrose.com/>

<http://www.asha.org/students/gatheringplace/ExcMentor.htm>

[http://www.systraninc.com/5\\_training/ttm.html?gclid=CKSuqubD1a0CFQSFhwodYGXlkg](http://www.systraninc.com/5_training/ttm.html?gclid=CKSuqubD1a0CFQSFhwodYGXlkg)

<http://ezinearticles.com/?Traits-of-a-Great-Mentor&id=2030850>

<http://www.civicore.com/mentormatch>

<http://expertmentoring.wordpress.com/2011/04/22/top-3-mentee-traits/>

<http://cmcismmentorprogram.wordpress.com/mentoring-program-manual/definition-of-mentoring/>

[http://medicine.emory.edu/faculty\\_staff/faculty/mentoring/index.cfm](http://medicine.emory.edu/faculty_staff/faculty/mentoring/index.cfm)

<http://www.mentoring.org/>

<http://www.opm.gov/hrd/lead/mentoring.asp>

<http://en.wikipedia.org/wiki/Mentorship>

<http://www.mentoringgroup.com/>

<http://managementhelp.org/leadingpeople/mentoring.htm>

[https://www.google.com/search?q=mentoring&hl=en&rlz=1G1GGLQ\\_ENUS283&prmd=imvnsb&tbn=isch&tbo=u&source=univ&sa=X&ei=b7sUT7nGEuqYiALnyfzUDQ&sqi=2&ved=0CHUQsAQ&biw=1280&bih=765](https://www.google.com/search?q=mentoring&hl=en&rlz=1G1GGLQ_ENUS283&prmd=imvnsb&tbn=isch&tbo=u&source=univ&sa=X&ei=b7sUT7nGEuqYiALnyfzUDQ&sqi=2&ved=0CHUQsAQ&biw=1280&bih=765)

<http://management.about.com/cs/people/a/mentoring.htm>

<http://www.mentorresources.com/?gclid=CKqRxffk1a0CFQiBhwod03wjCg>

## Mentoring Exercise

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1. Break into groups. The number of people in each group will depend upon how much time there is to do the exercise.
2. Select a topic that one person (the mentee) knows virtually nothing about but about which the other members of the group (the mentor(s)) are knowledgeable. There is a list of topics below which you might want to consider. You may, of course, choose your own topic. *Do not get "caught up" considering the topics; you need your time for mentoring.*
3. The mentor(s) will then mentor the mentee who writes notes about the topic.
4. Then the mentee will then present to the group what he or she has learned about the topic.

In our case, we will take four minutes for the group to do the exercise. That will give you a chance to think about the topics and decide who is going to mentor whom. It will even give you a chance to change your mind and start over. At the close of this four minutes, the mentee will give a one to two minute presentation on what he or she has learned and maybe even the process involved.

- Quilting
- Navigating across the ocean
- Preparing for retirement
- Using social media (such as Twitter and Facebook) on computers
- Determining the NCAA football championship
- Learning a foreign language
- The Crusades
- A book such as *The Girl With the Dragon Tattoo* or *The Hunger Games*
- Winning techniques to match-3 computer games
- Successful betting strategies at casinos
- Sissel Kyrkjebo
- How a hybrid car works
- Making paper
- Making an Asian-type salad
- Growing avocados in California
- Ways to lower your blood sugar
- 4G cell phones
- Types of computer networks
- Adopting a child
- Parasailing
- Hypnosis
- Out-of-body experiences
- Why the sky is blue