

Who, What, When of mentors?

- **ANYONE** can be a mentor!
- A mentor is an individual that can offer **advice, expertise, and help** a protégé gain experience and confidence in **life** or a **particular field**
- Mentoring can occur **ANY TIME!!**



Power Dynamics & the Impacts

You are the authority in the BDSP!

You have the POWER, BE MINDFUL!!!!



Effective Communication: What is it?

- **Effective communication-**

Intended Message + Method of Delivery + Overcoming Barriers + *Reception of Intended Message* =
EFFECTIVE COMMUNICATION

- Totally arbitrary, use whatever combinations that you deem to be effective...but think from the aspect of the reception of intended message.



Fostering Independence

“You got it, right?”

Torey D Jacques (TJ)
PINC-Big Data Summer Program



What is independence?

Independence- free from outside control; **not depending on another's authority**

What does that look like in your world...BDSF mentors; How can your mentee gain it?



A BDSP Day for a Mentor

- Break into (3) groups
- Find someone that you haven't partnered with
 - ***PREFERABLY ACROSS THE TABLE***
- Find a space
 - ***MOVE AROUND***



DISCUSSION QUESTIONS

1. What are the main issues raised in this case study?
2. What could have been done to avoid this situation?
3. Can you relate to this scenario?
4. What other issues do you see with this case?



ALYCIA

1. Why do you think Alycia didn't say anything?
2. Why do you think Alycia is struggling?
3. What should you do?



THE MENTOR

1. Do you think Alycia trust you as her mentor?
2. How do you think this happened?
3. What could you have done to help Alycia better?
4. What should you do now!?



ALYCIA'S TEAM MEMBERS

1. Should you have said something? To whom should you have said something?
2. What do you think Alycia's team members would do?
3. How can your mentor support you through this?



Mentees-Mentors

Tell us your Alycia stories...Why did it happen?

Build mentee confidence, establish trust, and foster independence by...

- Checking in with your mentee
- Check in with other members on the projects
- Advise them about training programs
 - Go through the program **WITH** them
- Making sure your mentee is OK through the summer
- Asking them to mentor their peers??
 - Find low risk-responsibility task and place them in teacher positions



Interactive Learning- “*Udemy.com*”- *Jose Padilla*

<https://www.udemy.com/courses/search/?src=ukw&q=jose+portilla>

- Engage in performing learned task
- Develop confidence in abilities
- Learn MORE skills in a low-risk/high-reward situation
- BRIDGE THE KNOWLEDGE-APPLICATION GAP!!



”How People Learn”

- Learner-Centered
- Knowledge-Centered
- Assessment-Centered
- Community-Centered

