Why mentor?

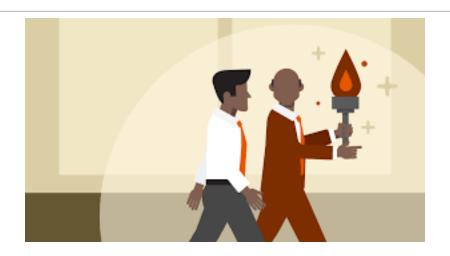
Why do you want to be a mentor?

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PINC-Big Data Summer Program



Icebreaker



"What is your name?"
"Who are you?"
"Something INTERESTING about you?"
"Why do you want to mentor?"



Who, What, & When Activity

1. Who is/can be a mentor?

2. What is a mentor?

3. When do you mentor?



Mentor & Mentor's Role

Mentor- an experienced and trusted adviser

 Role of the mentor: share knowledge, advice, resources with your protégé (mentee) (i.e., information about mentor academic path, provide resource information, provide guidance, motivation, emotional support, and role modeling!



Your Drive for Mentoring

- You had a GREAT mentor
- Experienced the traumas of no support
- Getting paid/credit
- Professional Development
- Support friend or family
- Improve the field
- As a favor
- A NATURAL TEACHER...



Types of Mentoring Relationships

- One-on-One mentoring: senior-to-junior relationship
- Reverse mentoring: the protégé is senior to the mentor
- Peer group or network mentoring: two or more people in a mentoring relationship where the mentor role shifts among the peer group members
- Group mentoring: this can occur in three ways:
 - one mentor working with a group of protégés;
 - many (two or more) mentors working collaboratively with one protégé;
 - many mentors working collaboratively with many protégé (differs from peer group mentoring because the mentor roles are assigned and do not shift.
- Organization-to-organization mentoring: an organization as a whole shares knowledge and experience with another organization



Steps to a Good Mentoring Relationship

- 1. Taking stock and identifying long-term objectives. The purpose of the mentoring relationship is determined first. What skills or perspectives does the protégé (or mentor) want to learn or develop?
- 2. Building rapport. The mentor and protégé get to know each other during their first few meetings
- 3. Setting directions. The pair or group discusses goals and expectations for the mentoring relationship
- **4. Taking the mentoring journey.** During the journey, it is important to check in about the relationship itself to ensure it is working for both mentor and protégé
- **5. Moving on.** After some predetermined period, the pair or group determines if the goals have been met and if it is time to end the formal mentoring relationship



Take Home Message...

ANYONE can be a mentor!

 A <u>mentor</u> is an individual that can offer advice, expertise, and help a protégé gain experience and <u>confidence</u> in life or a particular field

Mentoring can occur ANY TIME!!

