Why mentor?

Why do you want to be a mentor?

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PINC-Big Data Summer Program
Icebreaker

“What is your name?”
“What 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:
  o one mentor working with a group of protégés;
  o many (two or more) mentors working collaboratively with one protégé;
  o 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 *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!!**