

Why mentor?

Why do you want to be a mentor?

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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 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!!**

