

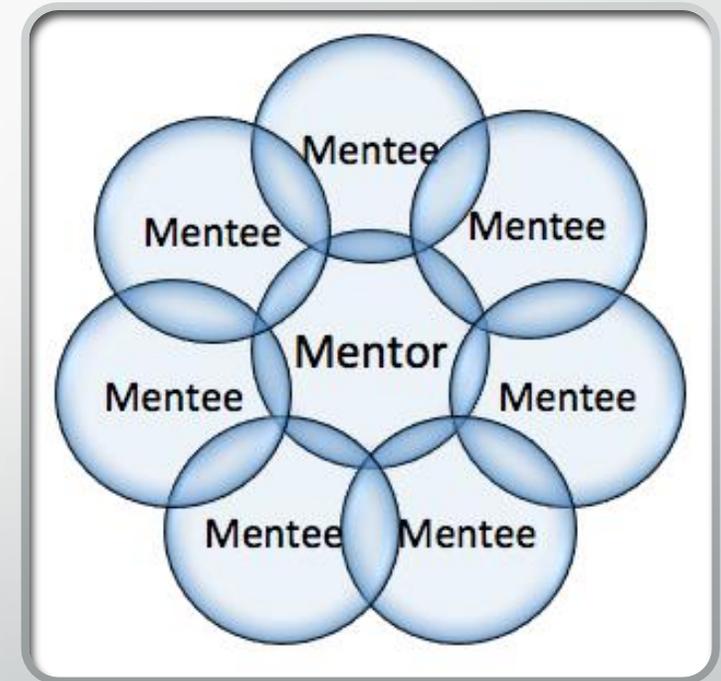
The Value of Mentoring for Early Career Faculty: Making Mentoring Work for You



- Presented By:
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Learning Objectives

- **After the presentation, participants will be able to:**
 - Define Mentoring
 - Describe successful mentoring relationships and its benefits
 - Explain the process of mentoring using the four-stage mentoring cycle
 - Discuss different types of mentoring experiences.
 - Reflect on their personal and professional journeys



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K.Spear

"I'd like to mentor you. We can start by you getting me some coffee."

A green rectangular road sign with rounded corners and a white border. The sign is mounted on two metal posts. The background of the sign is a gradient of green. The word "Mentorship" is written in large, bold, white sans-serif font at the top. Below it, the words "Straight Ahead" are written in a smaller, bold, white sans-serif font. To the right of "Straight Ahead" are two white arrows pointing upwards, one above the other.

Mentorship

Straight Ahead



- Because YOU Mentored Me



Mentoring is widely recognized as an extremely beneficial career development tool.



Studies have shown having a mentor is a top factor affecting an employee's success, career satisfaction, and whether they stay with the organization.

What we know....

What is Mentoring

- Origin of Mentor
- Mentoring is a collaborative partnership (relationship) between the mentor (who possesses greater skills, knowledge, and experience) and protégé or mentee (who is looking to increase skills, knowledge, and experience)
- A mentor acts as a guide who helps us define and understand our own goals and pursue them successfully.





Good mentoring depends on effective learning.

New Model



Good mentoring depends on a reciprocal learning relationships



To be successful, the relationship must have the following elements:

Reciprocity,
Learning,
Relationship,
Partnership, and
Collaboration

Good
Mentoring
Relationships

Good Mentoring Relationships

Reciprocity

- Equal engagement on the part of you and your mentor.

Learning

- Acquiring knowledge through active learning

Relationship

- Establishing and maintaining trust

Partnership

- Current paradigm calls for more involvement of both partners in a mentoring relationship



Good Mentoring Relationships Cont...

- Collaboration
 - Engage in sharing knowledge and learning and building consensus
- Mutually defined goals
 - Clarifying and articulating learning goals is critical to achieving a satisfactory mentoring outcome
- Development
 - Developing your skills, knowledge, abilities, and thinking to get you from where you are now to where you want to be

MENTORING



The Value of Mentoring

[The Value of Mentorship](#)



Safe haven



Sounding board



Manage Productivity

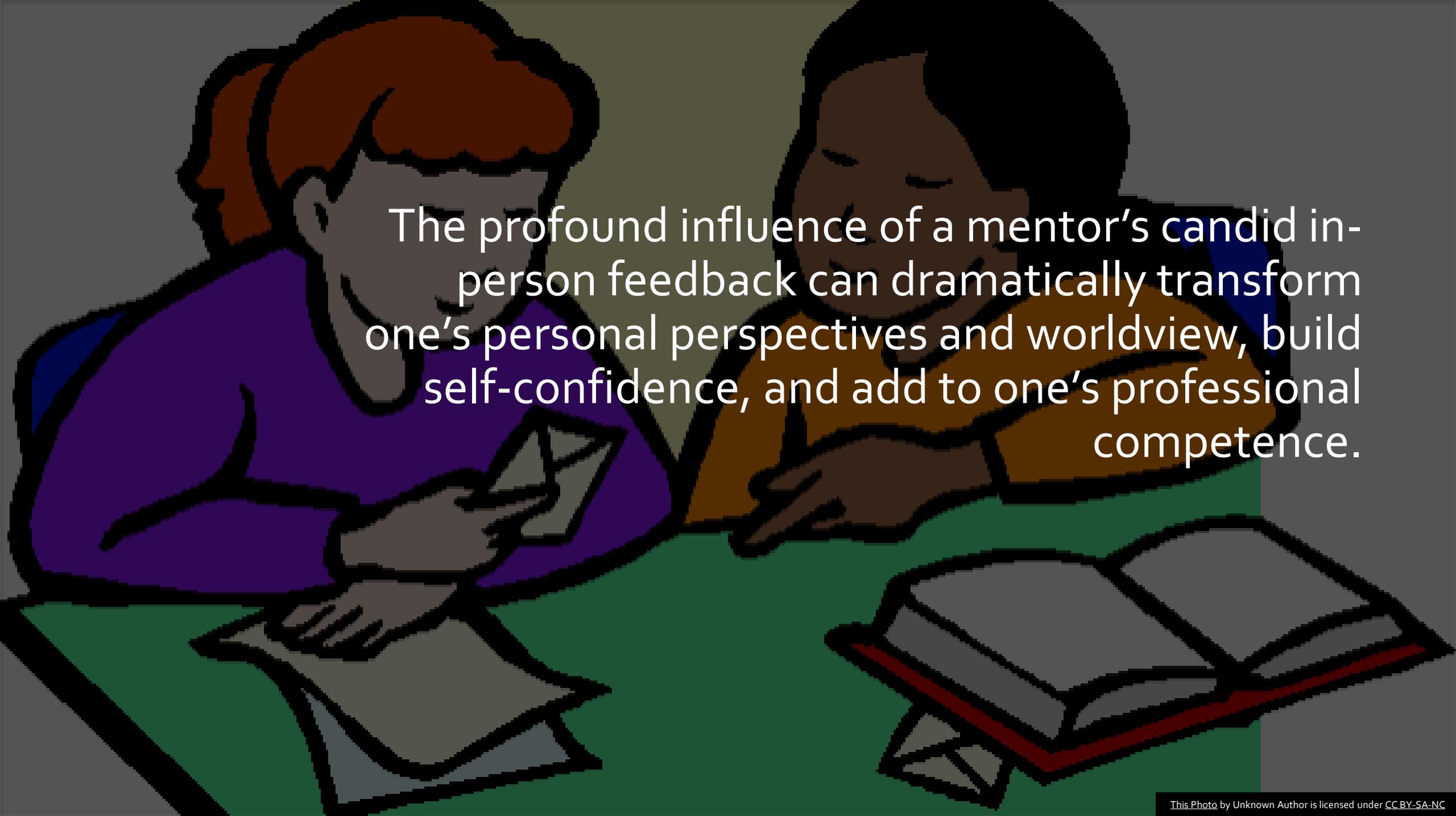


Navigate the organization culture



Increased confidence, risk-taking, and competence

The Power
of
Mentoring

An illustration of two women sitting at a table. The woman on the left has red hair and is wearing a purple top; she is looking down at a stack of papers. The woman on the right has dark hair and is wearing a brown top; she is pointing at an open book on the table. The background is a simple green and grey gradient.

The profound influence of a mentor's candid in-person feedback can dramatically transform one's personal perspectives and worldview, build self-confidence, and add to one's professional competence.

The Four- Stage Mentoring Cycle

Preparing

Negotiating

Enabling

Coming to Closure

Different Kinds of Mentoring

One-on-One Mentoring

Group Mentoring

Reverse Mentoring

Mentoring Board of Directors

Informal versus Formal Mentoring



Do I have a sincere interest in learning?



Am I willing to commit time to developing and maintaining a mentoring relationship?



Am I will to work on my own growth and development?



Am I willing to be open and honest with myself and another person?



Am I willing to listen to critical feedback?



Can I participate without adversely affecting my other responsibilities?



Am I committed to being an active mentoring partner?

Is Mentoring Right for You?

Preparing Yourself to Make the Most of Mentoring

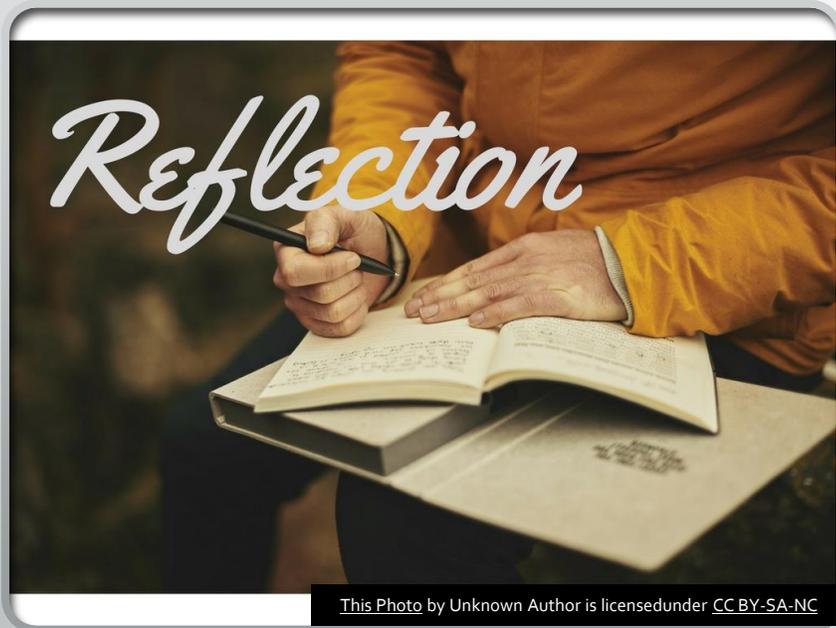


I believe success is preparation, because opportunity is going to knock on your door sooner or later but are you prepared to answer that?

Omar Epps

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Mentoring: A Reflective Practice



- The ability to critically examine your current or past practices, behaviors, actions, and thoughts in order to more consciously and purposefully develop yourself personally and professionally.
- Complete/Discuss Personal Reflection Exercise



Questions

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