

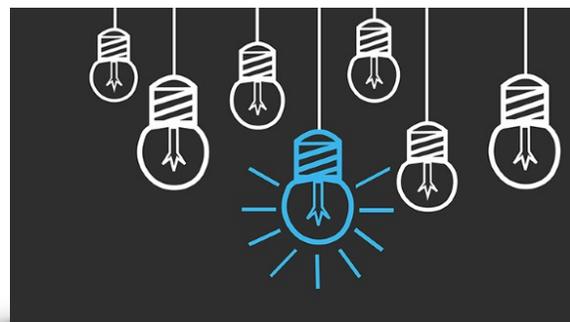


Articulating Your Mentoring Philosophy and Plan

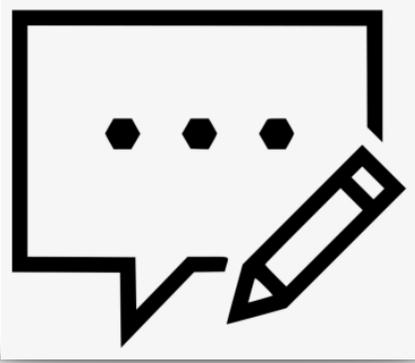
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Learning Objectives

- ▶ Distinguish between a mentoring plan and a mentoring philosophy
- ▶ Examine different mentoring experiences
- ▶ List ~10 mentoring plan behaviors that most matter to you
- ▶ Propose a mentoring philosophy that is unique to you



Free Write :05



- ▶ Identify and describe your most *effective* mentoring experience
- ▶ List up to three aspects (e.g., processes, behaviors, benefits, values, outcomes, etc.) of the experience that most benefitted you
- ▶ Be prepared to share your three aspects with 1-2 other people

Small Group :10



- ▶ Share your three beneficial mentoring aspects (e.g., processes, behaviors, benefits, values, outcomes, etc.) with 1-2 other people
- ▶ Add to your own list as many aspects from others that appeal to you
- ▶ If time allows, discuss other potential beneficial aspects

Mentoring “How’s”

Mentoring “Why’s”



IUPUI MENTORING ACADEMY

Developing a Mentoring Philosophy

A mentoring philosophy can help you throughout the phases of the mentoring relationship, but particularly in the early phase of establishing a clear purpose and goals. Your mentoring philosophy is a statement that explains the way you approach mentoring relationships, including identifying why you mentoring and articulating your goals, wants, and needs in the context of the mentoring relationship.

Mentoring philosophies commonly address how you would do the following.

- Identify mentee goals
- Identify what motivates the mentee
- Develop a relationship founded on mutual respect
- Create a safe environment in which honesty and free exchange of feedback can occur
- Instill ownership of goals/projects in the mentee
- Share your own experience
- Evaluate the mentee’s learning
- Evaluate the effectiveness of the relationship

Your mentoring philosophy explains how you approach mentoring relationships and should help guide both you and your mentee through the mentoring relationship.

Mentoring Plans

Concepts & Behaviors

Intentional

- ▶ Goals
- ▶ Expected duration and time requirements
- ▶ Communication protocols
- ▶ Confidentiality
- ▶ Agendas and work activities
- ▶ Progress checks and adjustments
- ▶ Preparedness and minimizing meeting distractions
- ▶ Relationship context and power dynamics

Inclusive

- ▶ Create an inclusive space in which parties can bring their best and most authentic selves

Relational

- ▶ Build a healthy and productive working relationship
- ▶ Model and practice effective communication and conflict resolution skills

Holistic

- ▶ Recognize and nurture development of the whole person by supporting professional and psychosocial growth
- ▶ Draw on information and resources within and outside of NU
- ▶ Expand mentoring networks

Adapted from Northwestern University Provost's Office
Foundational Principles of Mentoring Practice

Write :15

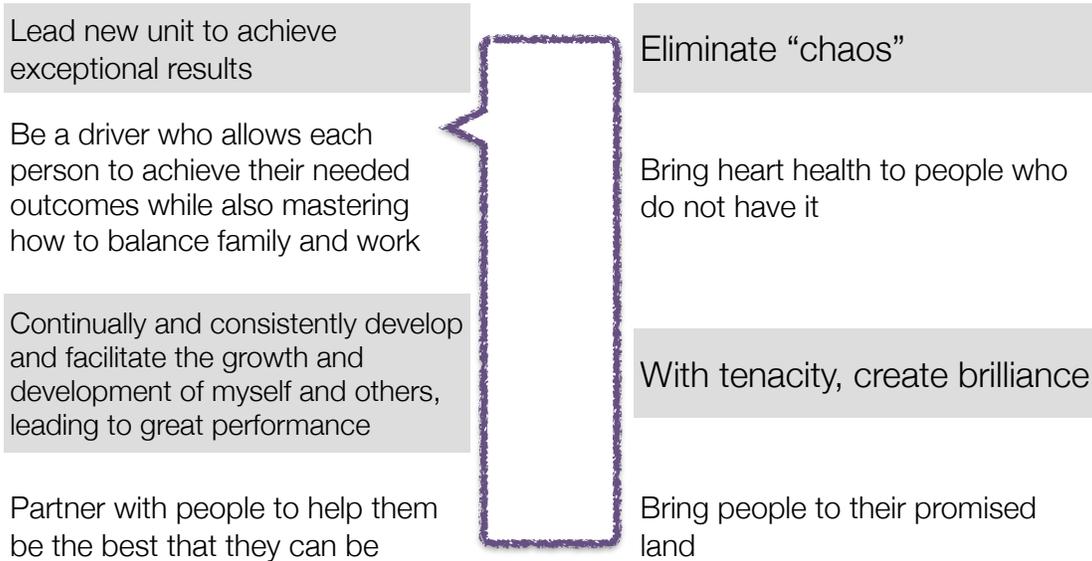


- ▶ List up to 10 mentoring “how’s” that matter most to you
- ▶ Identify and describe your most *rewarding* mentoring experience(s)
- ▶ In 10 or fewer words - “what purpose would you want your mentoring to serve?”
 - What could you do to make this a good use of your time?
 - Not “how”
 - Inspiring to who you are, when you are at your best
 - Take a holistic, long term view
 - Simple words, no jargon
 - Unique to you, so not “to make people better” or “to make the world better”
- ▶ Be prepared to share a draft of your “why” answer in a small group

What purpose would you want your mentoring to serve?

A few examples

From ... To

Adapted from “From Purpose to Impact” by Nick Craig & Scott Snook, HBR Reprint R1405H

An example...

My Mentoring “Why” - Bring people to their promised land

Intentional

- ▶ Success is 1-3 goals with a specific time frame for each
- ▶ We meet weekly
- ▶ As needed: email | As urgent: text or call
- ▶ Confidentiality is assumed with exceptions discussed in advance, including my advocacy
- ▶ Mentee provides agenda 24 hours in advance; I can add topics
- ▶ Progress checks and adjustments typically monthly or quarterly
- ▶ Bring a notebook. Phones and computers off
- ▶ Your agency and ownership of projects guide how we work together
- ▶ My primary approach is to ask questions to help you explore agenda topics
- ▶ Unit needs come first, I care about you and your success (second), my needs come third

Inclusive

- ▶ Being your authentic best self matters to me. We’re going to explore what this might mean for you, and I’m going to be honest and vulnerable about my own choices, especially risks and mistakes

Relational

- ▶ We each need to know whether we’re looking forward to the next session
- ▶ Not all relationships work. Because your success is more important to me than my needs, let’s get you to the “better fit” person

Holistic

- ▶ I ask “how are you?” at the beginning of each meeting with a neutral and curious tone
- ▶ Expect that I will refer you to others who know better
- ▶ Dependence on me is unacceptable. I’m committed to helping you build your own mentoring relationships, which might include some of my relationships

My Mentoring “How’s”