

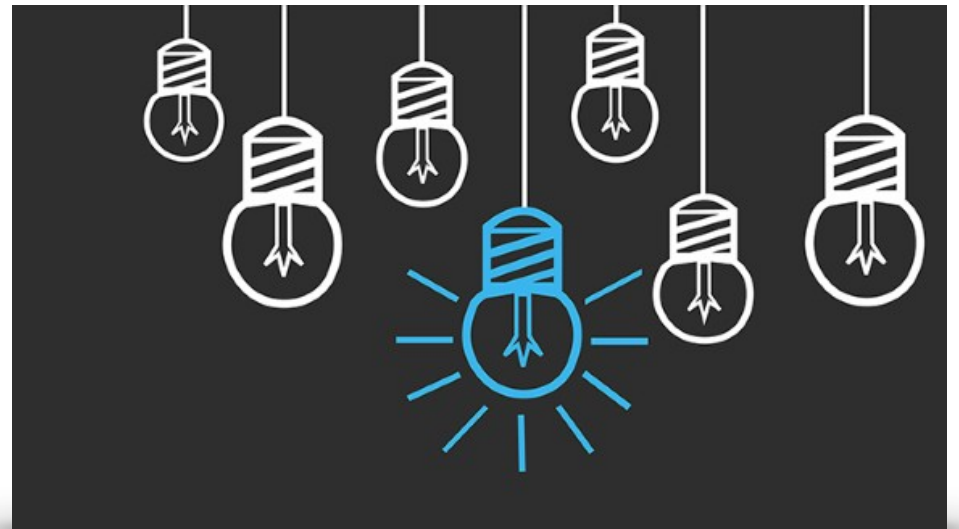


Articulating Your Mentoring Philosophy and Plan

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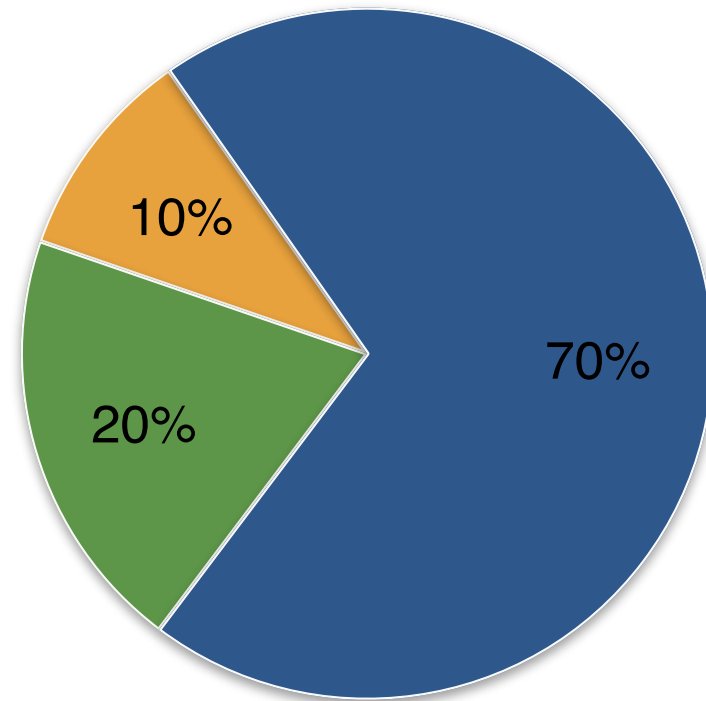
Learning Objectives

- ▶ 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



Context Matters

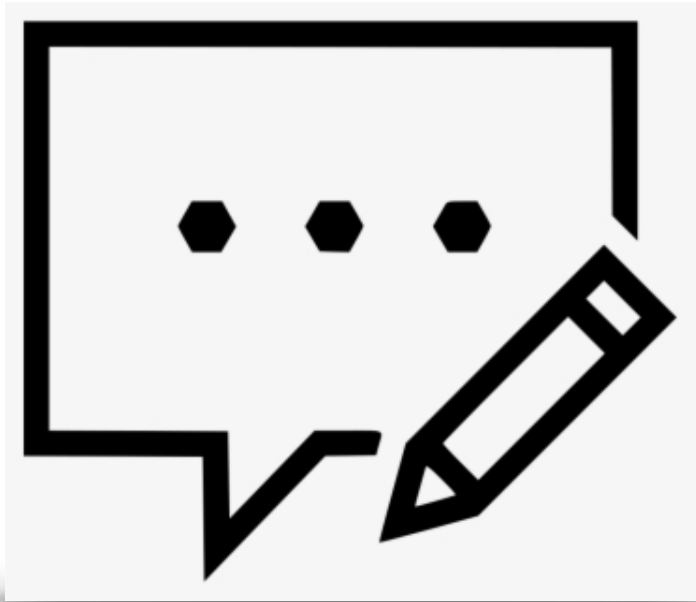
- ▶ 70 - 20 - 10 Rule
- ▶ Experiences that matter to the mentee
- ▶ Deep involvement in a few signature activities
- ▶ Group/team projects



- Challenge Assignments
- Developmental Relationships
- Coursework & Training

Center for Creative Leadership

Free Write :10



- ▶ 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



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

What purpose would you want your mentoring to serve? A few examples

From ... To



Lead new unit to achieve exceptional results

Be a driver who allows each person to achieve their needed outcomes while also mastering how to balance family and work

Continually and consistently develop and facilitate the growth and development of myself and others, leading to great performance

Partner with people to help them be the best that they can be

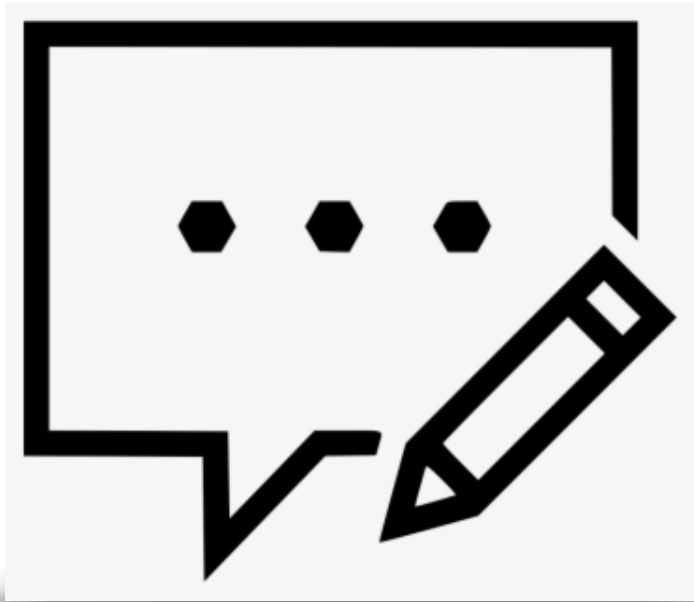
Eliminate “chaos”

Bring heart health to people who do not have it

With tenacity, create brilliance

Bring people to their promised land

Free 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”
- ▶ If you would like to, be prepared to share a draft of your “why” answer

My Mentoring “Why” -

Intentional



Inclusive



Relational



Holistic



My Mentoring “How’s”