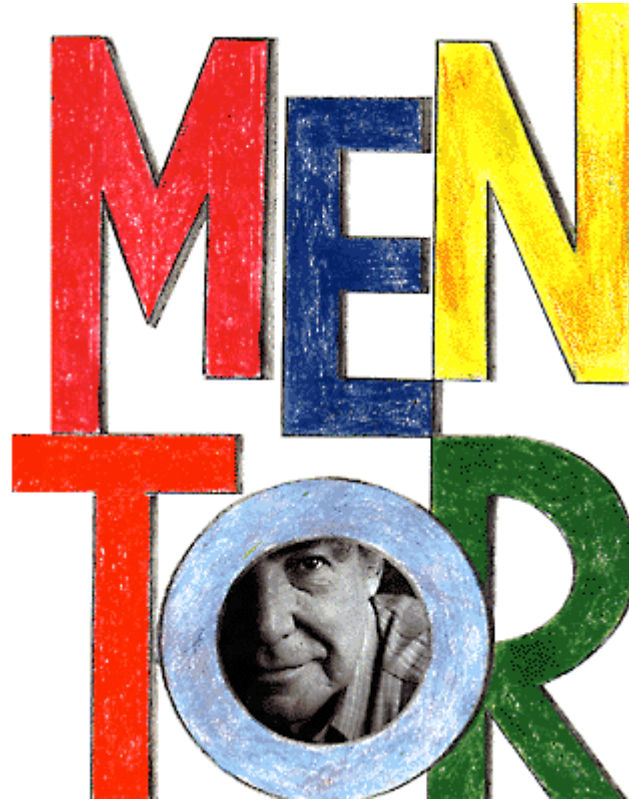


YOU CAN BE A



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WHAT IS MENTORING?

Mentoring is a committed relationship between two or more individuals focused on developing the character, capabilities and potential of another person. Mentoring whether it is informal or formal, is a wonderful way for caring adults to make a positive difference in a youth's life.

Mentoring is formally defined as a consistent, structured, stable relationship between a youth and caring role model that:

- ✚ Involves regular, personal, face-to-face or by telephone meetings
- ✚ Is focused on developing the character, capabilities and confidence of the intern
- ✚ Has a duration of commitment of 7 weeks or longer

WHAT IS A MENTOR?

A mentor is an individual, usually older, always more experienced, who helps and guides another individual's development. This guidance is not done for personal gain.

A Mentor....

May Be A:

- ❖ Friend
- ❖ Listener
- ❖ Cheerleader
- ❖ Coach
- ❖ Tutor
- ❖ Confidant

Is NOT A:

- ❖ Foster Parent
- ❖ Therapist
- ❖ Parole Officer
- ❖ Cool Peer
- ❖ ATM Machine
- ❖ Savior

WHAT IS A MENTEE?

A person that is in the mentoring relationship, the protégé. Heritage Dictionary defines a protégé as one whose welfare training or career is promoted by an influential person.

WHAT MAKES A GOOD MENTOR?

It's important for mentors to exhibit certain characteristics that will help foster nurturing and positive relationships. Good potential qualities are:

- ✚ An enthusiastic attitude toward their job and the company they work for
- ✚ Listening and motivational skills
- ✚ Strong interpersonal and communication skills
- ✚ The ability to offer positive feedback and constructive criticism to the intern

A mentor-mentee match has been established for each intern. Both those being mentored and those doing the mentoring must be willing to participate. To ensure that the match is running smoothly and that both participants are content the Coordinators or their designee will track the relationship. Both the mentor and mentee can be contacted on a weekly basis to check on the progress of the relationship. If any situations arise where one or both participants feel that they are not getting what they need from each other, then it will be the Coordinators responsibility to terminate the relationship and find another suitable mentor for the mentee.

If a Coordinator determines that the relationship will be terminated the mentee may be allowed to choose their own replacement mentor, they should submit names of their top three choices to the Coordinators. The Coordinators or their designee will then ask anyone who has been chosen as a prospective mentor if he or she would be willing to start a mentoring relationship with the prospective mentee. This will allow the prospective mentor to be honest about whether he or she is willing to have a relationship with the mentee instead of feeling obligated to accept if the mentees asked directly.

At the most basic level, mentoring is about advising, teaching, coaching and providing a guidance system. At its very best, mentoring is about creating leadership and trust with benefits that last. It is proven that individuals who have mentors are more likely to be productive.

BENEFITS OF MENTORING

Interns can benefit from having a mentor by having someone they can speak to, which can guide them and help resolve their work-related daily stresses as well as answer career and educational questions.

Mentors can benefit from their relationship by helping improve the interns' technical and social skills and also by enjoying the satisfaction of knowing that they helped shape someone's career by being a positive role model. In addition mentors will gain valuable leadership and management skills that may help advance their own careers. Mentoring must be a natural relationship in which trust and open, honest communication are the key.



Sources:

Tools for Designing and Planning

http://www.mentoring.org/find_resources/tool_kit/design/

Tools to Manage a Program for Success

http://www.mentoring.org/find_resources/tool_kit/management/

Tools to Structure Effective Program Operations

http://www.mentoring.org/find_resources/tool_kit/operations/

Tools to Establish Evaluation Criteria and Methods

http://www.mentoring.org/find_resources/tool_kit/eval/

Youth Mentoring Strategies

<http://www.solutionsforamerica.org/healthyfam/mentoring-programs.html>

On-Line Resources – Mentoring Research

http://www.edmentoring.org/online_res4.html

Florida Water Resources Journal and About Management

<http://www.fwrj.com/bkissu.html>