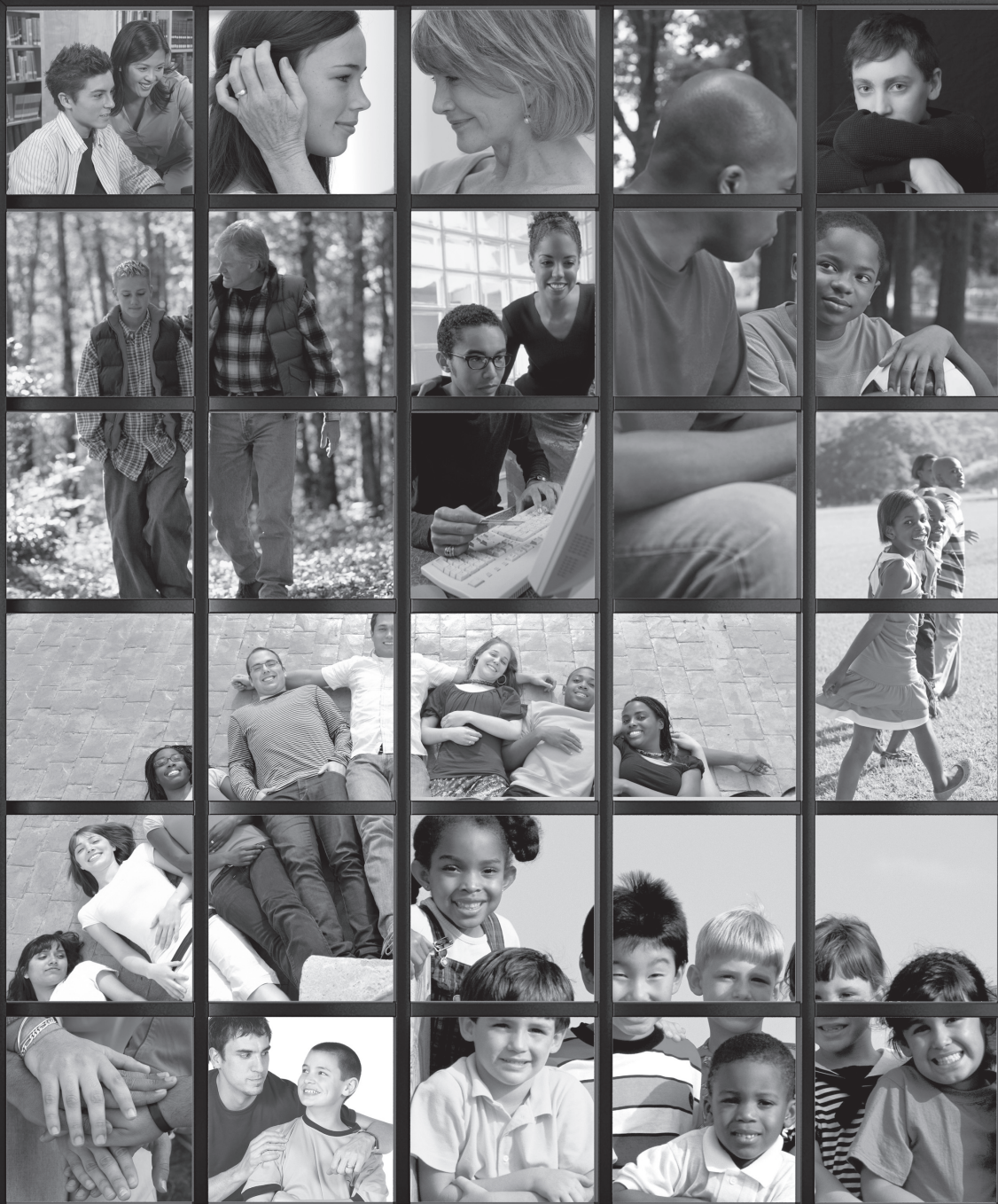


Mentoring Matters

Navigating Mentoring Relationships



mentoring
partnership



What is Mentoring?



Pages 5-9 in the Mentor Guide

Mentoring is a structured relationship that brings young people together with caring individuals who offer guidance, support and encouragement aimed at developing the competence and character of the mentee.

Mentors are caring individuals, who – along with parents or guardians – provide young people with support, counsel, friendship, reinforcement and a constructive example.

A Mentor:

Builds on the Positive

Approach the goals and challenges of the mentee positively, building on their strengths. Help the mentee see the connection between their actions of today and their goals for tomorrow.

Encourages

Help the mentee build self-confidence and self-esteem to last a lifetime by focusing on their talents, assets and strengths.

Listens

As an active listener, the mentor should put aside impulses to direct the mentee in favor of asking questions and sharing their own learning experiences.

Values Diversity

Mentors appreciate the cultural differences that make us all unique and encourage mentees to be understanding and nonjudgmental.

Models Behavior

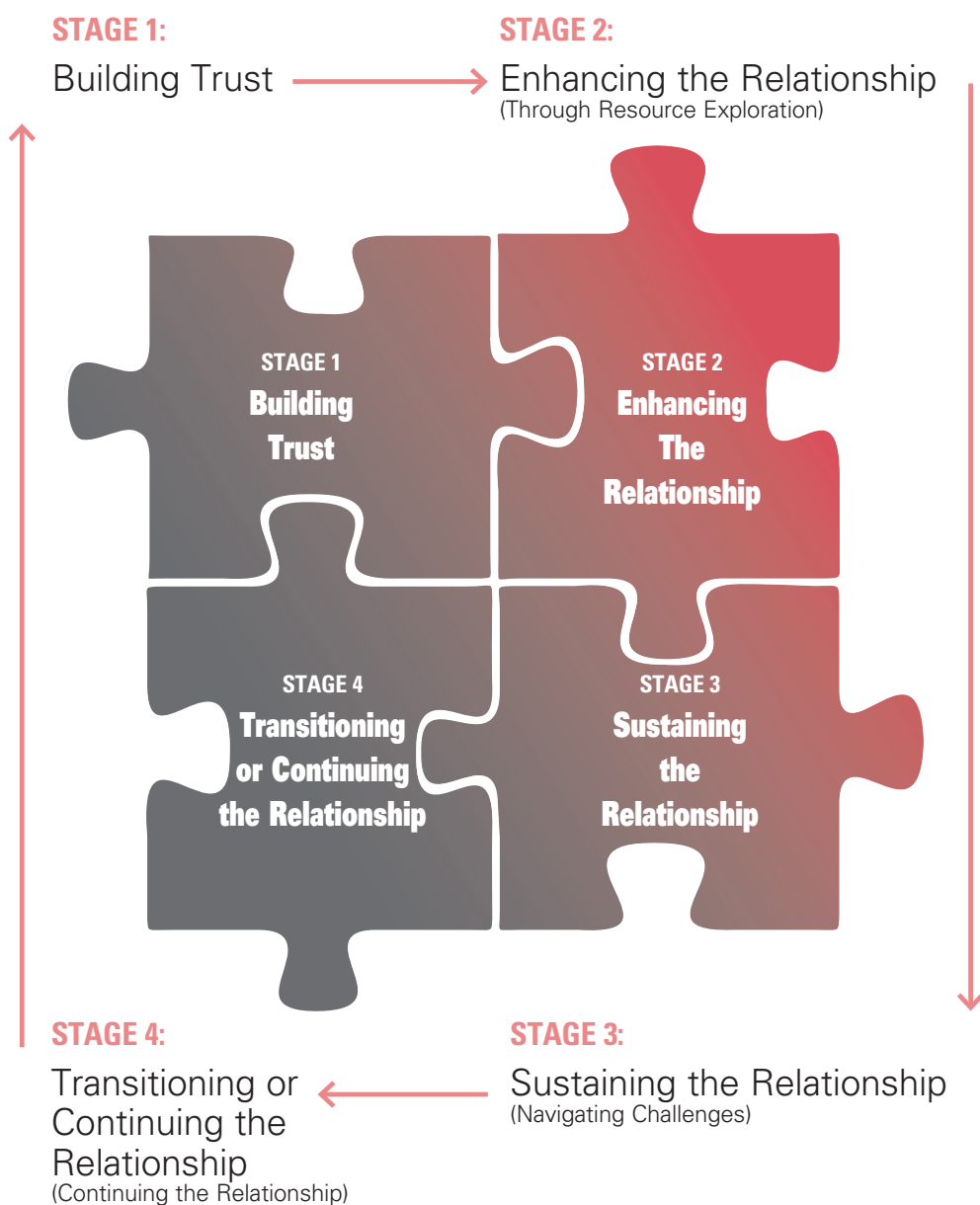
What a mentor does is as important as what is said.

Turns Everything Into a Learning Experience

Mentors keep an eye out for a “teachable moment.”

The Mentoring Life Cycle: Developing the B.E.S.T. Mentoring Relationship

Most mentoring relationships go through four stages known as the B.E.S.T. stages:



Understanding the B.E.S.T. Mentoring Relationship



Pages 11-15 in the Mentor Guide

Nervousness and excitement are hallmarks of any new relationship. Remember that all relationships go through stages: beginnings, middles and endings. The time spent in each one of these B.E.S.T. stages will differ from relationship to relationship, but the progression is uniform.

Tips for Communicating with Your Mentee



Pages 18-26 in the Mentor Guide



Looking:

Remember that more than the actual words we say, the way we say them is a big part of the message. Keep your body posture open and relaxed. Maintain good eye contact, don't fiddle with your phone and remember to smile!

Listening:

Give your mentee your best attention. Ask open-ended questions. Reflect back to them the feelings behind their words with phrases like "It sounds like you are worried about that, am I right?" Knowing that you understand how they are feeling is the first step to building a trusting relationship and finding solutions to challenges together.

Leveling:

Be honest about what you believe, who you are and how you feel. If you have feedback to give, make sure it is timely, specific and not judgmental. Use "I" statements instead of "you" statements.

Breaking the Ice:

- Create your own ritual for greeting & leaving; a special handshake, a hug, and always a smile.
- Ask permission to sit side by side – not across.
- Make it clear, are you Miss So-and-So or do you want your mentee to use your first name? Find out how your mentee pronounces his or her name.
- Share your favorite ways to celebrate holidays and birthdays.
- Talk about your very best ways to spend a weekend.
- Play a game while chatting.
- Read a book, poem or song lyrics together and discuss them.
- Use phrases such as
 - “How do you feel about...”
 - “Tell me more about...”
 - “What/who is your favorite...”
- Create a What's Hot & What's Not list for each of you about fashion, TV, music and sports.
- Take photos of yourselves together and create a scrapbook.
- Set goals to achieve – include academic goals as well as goals like getting in shape or joining a team or club.
- Study for a test together or create flashcards for a math or geography quiz.



Best Advice from Mentors for Mentors:



Page 17 in the Mentor Guide

" 'Being there' is a really big deal! "

"Do what you say you are going to do when you say you are going to do it. "

"Mentors just need to be themselves. Mentors just need to care. "

"We should hold up a child's dream until they are strong enough to hold it up themselves. "

"Have faith in the process and take joy in the simple indicators that there is a connection, understanding that profound and invisible shifts may be happening inside the heart and mind of your mentee. "

"Young people convert lack of consistency to lack of caring. Find ways to stay connected. "

"Be consistent, positive, and relevant at the same time for a long time. "

"To be a really good mentor, you just need to believe in your mentee's potential to achieve and be there to guide and support them along the way. "

From the Chronicle of Evidence Based Mentoring | www.chronicle.umbmentoring.org

What Mentees say:

"She gave me the strength to get through each day and the courage to fight for another. "

Omarina, Middle School Moment

"She likes me for me. "

"My mentor is funny, nice, comforting when I'm upset, easy to talk to and have fun with. I have someone to talk to. Most of my friends just don't listen. "

Quotes from mentees, BBBS

Did You Know ...

Mentored young people are 46% less likely to get involved with drugs.

(Source: Big Brothers/Big Sisters of America)

59% improve their grades.

(Source: Career Beginnings)

86% went on to higher education.

(Source: Proctor & Gamble)

80% of youth involved in the juvenile detention system who received a mentor did not return to that system.

(Source: Prison Fellowship)

Mentoring is a bridge. Thousands of children in our communities are eager to connect with adults who are willing to listen and be available to them. There are many options and opportunities in mentoring. In fact, mentoring is one of the most powerful ways to combat the gaps (generational, racial, cultural, financial) between people in our society.

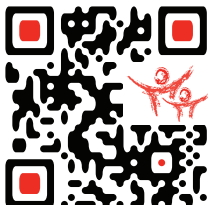
...Mentoring Works for All of Us!

The Mentoring Partnership maximizes the opportunity for mentoring to transform the lives of young people so they may reach their full potential.

We're a catalyst, connecting individuals, programs and resources to advance mentoring in our region. As a champion of mentoring, we connect:

- Mentors and mentees: we teach good people how to be great mentors and, through our work, ensure that mentoring relationships are enriching and rewarding for everyone involved.
- Programs and resources: we provide a network of resources, including training, research and best practices, to help local programs be even better.
- Volunteers and programs: we raise awareness of mentoring to help local programs get the volunteers they need.

Mentoring changes lives. It can change yours.



The Mentoring Partnership of Southwestern PA
One Hope Square
1901 Centre Avenue, Suite 103
Pittsburgh, PA 15219

web | www.mentoringpittsburgh.org
phone | 412.281.2535
email | info@mentoringpittsburgh.org