



# Mentoring that Works

## Building a Successful Mentoring Relationship

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THE MOMENTUM CONFERENCE

**BUILDING  
WOMEN  
LEADERS**

*in Alabama*



***THE POWER OF  
CONNECTION***

March 3 at the BJCC  
[www.momentumleaders.org](http://www.momentumleaders.org)




## Hesitations about mentoring...

- Do I have the time?
- What if it's a bad fit?
- Am I really equipped to do this? (mentor)
- Do I really need this? (mentee)



## National Center for Women & Information Technology

“Because of sparse representation of women at the higher echelons, women in technology lack ready access to role models and mentors, and they tend to be excluded from informal networks that are critical to career advancement. Lack of access to mentors for women results in reduced effectiveness, work dissatisfaction, and missed organizational talent.”



“Every morning, despite what the early news offers up to welcome you to the day, despite the ups and downs in the world faraway or in your backyard or your cubicle, you can decide to make a difference by mentoring someone else.”

*MentorShift* by Lori Bachman

# Mentoring Can Have Many Benefits

## ***For individuals:***

- Builds self-efficacy
- Strengthens identity as a leader
- Contributes to a more positive attitude toward job and career
- Serves as a means to build social capital
- Career mentoring can lead to promotions and increased compensation
- Helps us to see both positive and negative aspects of ourselves

## ***For organizations:***

- Serves as a means to onboard and retain talent
- Creates opportunities to learn from newer employees
- A way to promote more women into leadership roles





What? What?

# What? What?

- WHAT is mentoring?
- WHAT kind of mentoring is best?
- WHAT can I expect in a mentoring relationship?
- WHAT should I do to get the most out of mentoring?



WHAT is  
Mentoring?

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Learning to drive





## At the core...

- Mentoring is a mutually empowering relationship in which individuals learn from each other and provide support and feedback.
- Mentoring typically involves both skills/knowledge AND relationship.

# Mentoring Has Many Names

- Teacher
- Guide
- Coach
- Friend
- Role Model
- Cheerleader
- Sponsor
- Preceptor

# Mentoring Takes Many Forms

- Formal/informal
- Structured/unstructured
- Long-term/short-term



WHAT kind of  
mentoring is  
best?

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# Developmental Networks





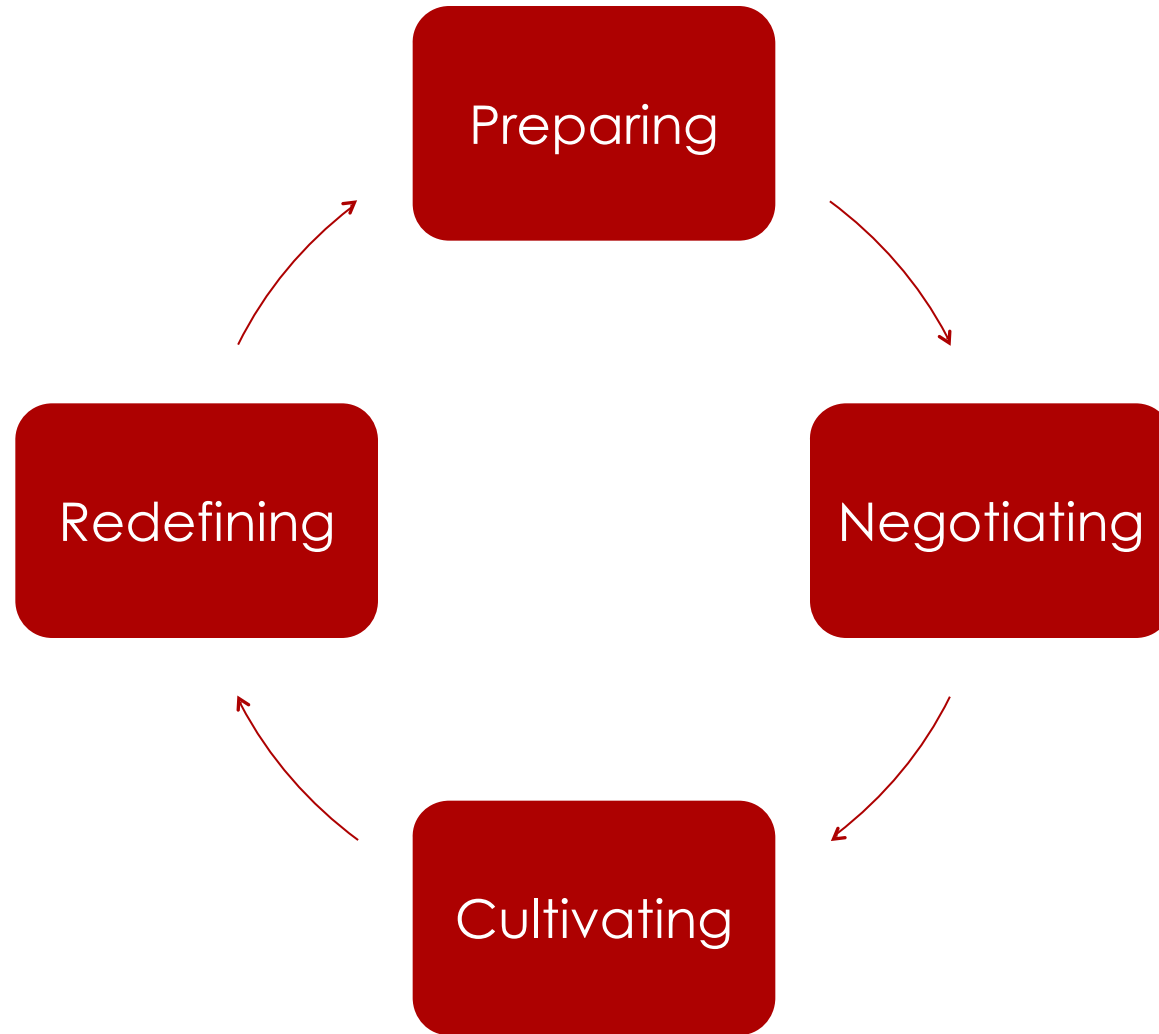
WHAT can I  
expect in a  
mentoring  
relationship?

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**Mentoring is a PROCESS that  
involves PEOPLE,  
not a PRODUCT that has to be  
PERFECT.**



# Typical Phases of a Mentoring Relationship





WHAT should I  
do to get the  
most out of  
mentoring?

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# Know Your Purpose



# Be Real...

“Some people search for a ‘mentor in shining armor.’ If they find one, their unrealistic expectations will have the mentor sweating in a rusty metallic suit. Real mentors can polish up their suits but they also know they have chinks in the metal. They fight a battle and sometimes lose. They admit defeats and they claim marvelous victories. I don’t want someone without any cracks in their armor, do you? I’d like a mentor who, plain and simple, is a genuine person who is real with me.”

*MentorShift* by Lori Bachman

# Communicate

- Ask questions
- Listen
- Share stories rather than advice
- Give targeted feedback





# Be Aware of Self-talk



Is this who I'm supposed to be?

Should I do this?

How did I get here?

Am I still supposed to be doing this?

Can I do this?

Am I doing anything wrong?

How did I do?

How can I do this better?

Are my skills valid?

Do I really want to do this?

Am I going to keep doing this?

**Realize  
women are  
second  
guessing you**

**Pay  
attention to  
the clues  
given to you**

**Ask  
questions  
about their  
self-talk**

**Encourage  
women to  
engage in  
self-  
reflection**

# Mentoring..

- Is something we ALL need
- Is a process involving imperfect people
- Thrives with good communication and authenticity





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