Mentoring

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“Mentoring is a brain to pick, an ear to listen, and a push in the right direction.”
- John C. Crosby, Massachusetts senator & representative
Outline

• Benefits of Mentoring
• What is a mentor?
• Top 10 Qualities of a Mentor
• Finding a mentor
• Getting the most out of the relationship
• Mentoring Principles
Poll

• How many of you have been a part of a mentoring relationship?
  – As a mentee?
  – As a mentor?

• How many of you are currently in a mentoring relationship?

• How many of you would like to have a mentor of some kind?

• How many of you are actively seeking a mentor?
Benefits of Mentoring

• What are the benefits of mentoring?
Mentoring Benefits

• Mentoring programs are prevalent in the workplace
  – 71% of Fortune 500 companies have a mentoring program

• Organizations benefit from mentoring
  – Reduced turnover
  – Increased organizational commitment
  – Promotion of knowledge transfer
  – Early identification of key talent
  – Shorter socialization process of new employees
Mentee Benefits

• Compared to employees without a mentor, mentees…
  – Increased confidence, risk taking, competence, & network, etc.
  – Experience higher career satisfaction and commitment, career mobility, and positive job attitudes
  – Have a 72% higher retention rate
  – Promoted 5 times more often
  – Earn more ($5,610-$22,450 annually)
  – Up to 94% increase in professional productivity for women mentees
Mentor Benefits

• Compared to employees who do not serve as a mentor, mentors…
  – Personal satisfaction, self development, increased skill set, recognition, etc.
  – Experience higher career satisfaction and commitment, career mobility, and positive job attitudes
  – Have a 69% higher retention rate
  – Promoted 6 times more often
Self-Reflection Exercise

• Take 3-5 minutes to think about someone who made a difference in your own life at a key point in your development
  – What are the qualities that made these people so helpful to you?
  • Write these qualities on a piece of paper
Qualities of a Good Mentor

• Get into groups of 4-5 and create a TOP 10 List of Qualities of a Mentor
  – Someone who…?
Ex: Top 10 Qualities of a Mentor

1. Open-minded and Humble
2. Invested and Reliable
3. Supportive & Biggest Cheerleader
4. Passionate, Empathetic, & Patient
5. Challenging & Empowering
6. Experienced & Knowledgeable
7. Welcoming & Approachable
8. Good Listener & Communicator
9. Keeps it real (Honest, Truthful, Candid)
10. Is a good role model. Leads by Example

*Bonus: Helps mentees make connections & promotes mentee to others
Mentor Selection Criteria

• How do you go about selecting a mentor?
• What criteria should you use?
Mentor Selection Criteria

- Willing and able to be a Mentor
  - Informal vs. formal relationship
  - Do not select on convenience

- Mentor-Mentee Fit
  - Chemistry, personality conflicts, gender?

- Your needs & goals
  - Why are you seeking out a mentor?
  - Different mentors for different purposes
    - Having more than one mentor is okay
    - Inside/outside your organization/career
Mentoring Network

- PhD Student Mentees
- Horizons Mentee
- Inside Peer Career Mentor
- Inside Career Mentor
- Outside Career Mentor
- Roller Derby Mentee
- Roller Derby Mentor
- Outside Peer Career Mentor
First mentoring encounters sets the tone for the relationship

- Plan
- Use richest form of communication
- Be on time & be yourself
- Greet with a warm & confident smile
- Be 100% attentive & courteous
- Be open-minded & hold judgment
Setting the Stage for Success

• First meeting is to get to know each other as a person informally

• Second meeting should discuss expectations, boundaries, and logistics of the relationship
  – What are the mentees’/mentor’s expectations of the relationship?
  – How often are meetings, etc.
  – Be specific, be realistic, consider the goals of the mentee and mentor
A Common Mentors’ Role

• To help mentees transition into a new culture and be successful
  – In other words, “learn the ropes”
  • What does this entail?
Example: A Peer Mentor’s Role

• Peer mentors help socialize new members in terms of:
  – What is valued and evaluated in the School’s/program/Professional Community
  – How to become a competent performer within the school’s/program’s community
  – How to become a valued community member of the school/program
  – How to become an exemplary professional in general
Two Big Mentor Roles

- Coaching
  - Requires knowing your (your mentee’s) strengths, weaknesses, and goals
  - Requires strong feedback and listening skills and *Emotional Intelligence*

- Networking
  - Requires knowing your (your mentee’s) goals
  - Identifying who in your (your mentors) network to reach out to in order to make connection
Mentoring Principles

• **Build trust & maintain confidentiality**
• Help mentees “own” their experiences, good or bad
• Seek to listen first, question second, & inform judiciously
• Learn & develop yourself
• For peer mentoring:
  – *Be a “wise” equal, not a supervisor*
Mentors are not...

• Tutor
• Financial Assistant
• Problem Solver
• Relationship Counselor

– But mentors could direct mentees to resources, talk to them about building a support system, etc.
Coming to a Closure

• All mentoring relationships need closure
  – Formal programs have an ending built in
    • Centered around goals and learning objectives
  – Not the case for informal mentoring
    • Do you still have things to learn from each other?
    • Are there any signs that it’s time for final closure?
    • Can the mentee benefit from a new mentor?
  – Need to reflect, thank, and celebrate
    • Do NOT avoid this!
My AWESOME Mentors
Questions?

• Excellent resources:
  – The Mentor’s Guide
    • By Zachary (2011)
  – The Mentee’s Guide
    • By Zachary & Fischler (2009)