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Reaping the Benefits of Mentors and Trusted Advisors

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Reaping the Benefits of Mentors and Trusted Advisors

Kristina L. Niedringhaus,
Caroline L. Osborne,
Carol A. Watson

Participants will be able to:

- discuss the benefits of creating a network of mentors and advisors
- identify their areas of need for a mentor or advisor and create a plan to develop their own network



Benefits of Mentoring

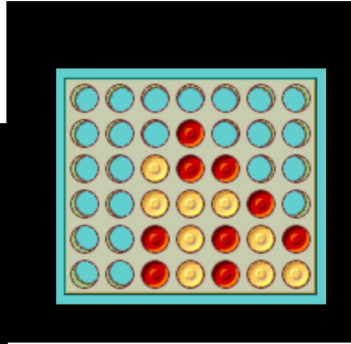


Types of Mentors

Establish Your own "BOD"

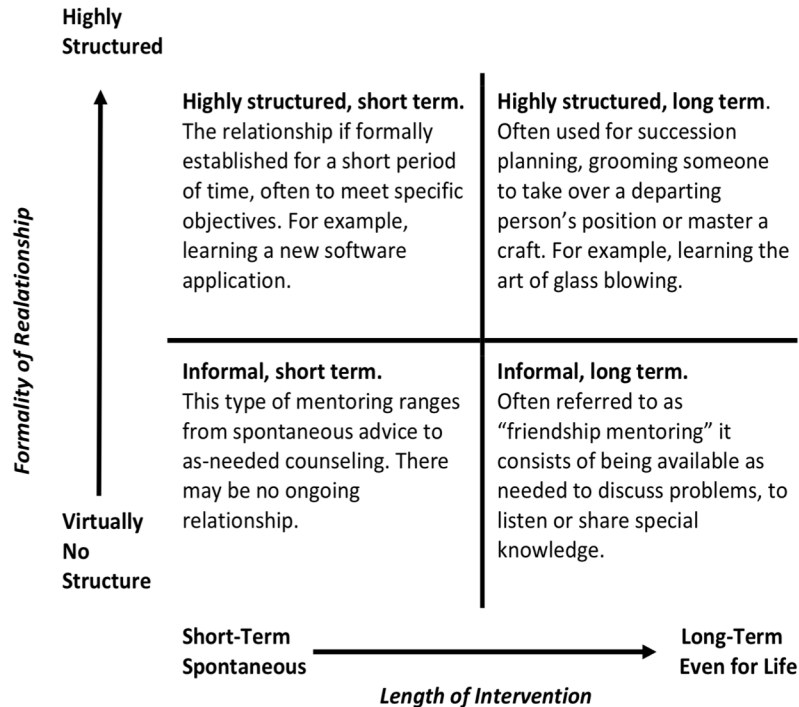


Types of Mentors



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Types of Mentoring Relationships



Adapted from: Shea, Gordon, *Mentoring*, 2002



Develop your goals and vision
for a mentoring relationship

Mentor Action Plan A
Develop personal vision and
goals for your mentoring
relationship

1. What is the purpose of the mentoring relationship you seek?
2. Describe your personal vision for a mentoring relationship. What will a successful relationship look like to you? How will you measure success?
3. Are you ready to be mentored?

Purpose



Vision



Measure Your Success

	Learning Activities (projects, assignments, etc.)	Resources (readings, trainings, etc.)	Success Indicators
Objective:			
Objective:			



Are You Ready?





Answer Worksheet Questions

Mentor Action Plan
Part B Identify a Mentor

1. What type of mentor do you believe will be the most helpful for the purpose identified above (in A)?
2. Do you need more than one mentor?
3. Identify past mentors. What qualities did they have that made them an effective mentor to you?



How do you find a mentor?



AALL

**YOUR LEGAL
KNOWLEDGE NETWORK™**





Why you might need more than one mentor

Remember Your Want to
Create Your Own Board of
Directors



Why you might need more than one mentor

- Growth
- No one person has "it all"
- Address blind spots
- Diversity of opinions
- Accountability
- Diversity of expertise
- Availability





Developing a relationship with your mentor

Mentor Action Plan C
Develop a relationship with
your mentor

1. What are the topics you wish to explore? What skills do you see to improve or develop? What are your personal weaknesses?
2. Identify two professional development goals with a priority and timeline.

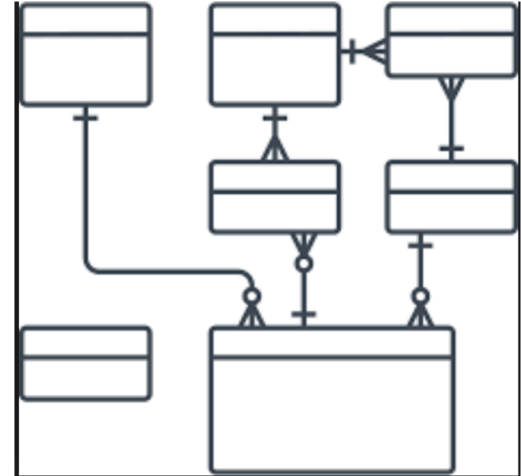


Characteristics of successful mentor/mentee relationships



Create Structure for Relationship

- Establish expectations
- Establish mutually agreed upon goals
- Define the structure
- Set guidelines
 - Confidentiality
 - Agenda
 - Schedule
- Assess at regular intervals



Reciprocal Mentorships Elements

- Mutual listening and affirmation
- Humility
- Shared Power
- Extended range of outcomes

Mentor Action Plan D
Establish a structure

1. When and how often will you meet?
2. Where will you meet?
3. Expectations?



Why you are never too old
or experienced to have a mentor

THANKS!

Any questions?