

Mentoring: Instructor Influence

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Background

- Objective
- Product of JROTC
- Education
- Teaching Process - Parental nurturing
- Leadership
- Making people's lives better
- Greek King Odysseus

Background

- Professional relationships = caring
- Mentor: trusted counselor, guide, tutor, coach
- Key is direct involvement. Interpersonal
- Cultural change, not a program
- Four minute mile
- Mentors in our lives

Overview

- Being a mentor
- Types of mentoring
- Pitfalls & how to avoid them
- Conclusion

Being a Mentor

- Style & style range
- Helping others grow, keep them growing, helping them realize their life goals

Being a Mentor

Characteristics of a mentor

- Ability to see potential in a person
- Patience: time and experience
- Tolerance with mistakes: tough love
- Flexibility
- Model aspects of leadership
- Wisdom from experience

Being a Mentor

Characteristics of a mentor

- Not competitive towards less experienced
- Can spot talent
- Understands importance of “chemistry”
- Takes responsibility of mentoring seriously
- Willing and able to confront
- Ask questions and can refer

Being a Mentor

Mentoring is not for everyone.

Is it for you?

- See others succeed
- Must make yourself vulnerable to help others
- Easy to give and/or accept constructive criticism

Being a Mentor

Mentoring is not for everyone.

Is it for you?

- Goal oriented. People oriented.
- Do others feel they can always call on you?
- Value enabling others to reach their potential

Being a Mentor

What to look for in a Protégé

- How do you find someone you want to mentor?
- It's chemistry, a pull of "like to like"
- Moves beyond normal working relationships

Being a Mentor

Qualities & characteristics desirable in a protégé

- Good listener
- Clear vision (personal goals)
- Eager to learn, grow, achieve
- Risk taker
- Good sense of humor

Being a Mentor

Qualities & characteristics

- Mature
- Respects authority and the mentor
- Takes and gives feedback well
- Displays a good attitude
- Is willing to work hard
- Exemplifies core values

Being a Mentor

Tips for mentoring: A checklist

- Offer challenging ideas
- Build self-confidence
- Encourage professional behavior
- Listen to personal problems
- Teach by example

Being a Mentor

Tips for mentoring: A checklist

- Provide growth experiences
- Explore how things work
- Provide some structure
- Share information
- Provide vision to the protégé

Types of mentoring

- Informal
- Formal
- Group mentoring/mentoring circles

Mentoring leaders for the 21st century

Pitfalls and how to avoid them

- Unrealistic or unfulfilled expectations
- Mentor exerts unhealthy control over protégé
- Mentor does too much for protégé
- Cloning
- Mentoring is not favoritism or fraternization

Conclusion

- Mentoring is demanding
- Brings out best in others
- Reassures and encourages
- Ability, willingness, trust, credibility
- Consistent and ongoing

“It is one of the most beautiful compensations of this life that no man can sincerely try to help another without helping himself.”

Ralph Waldo Emerson