



DEVELOPMENTAL FOCUS

Learner, Self

LENGTH

3 days

The goal in mentoring is to help students evolve as learners to the point of being in charge of their own learning—in other words, to help them become “self-growers.” Society increasingly expects educators not simply to foster the success of individuals as students, but also to help them succeed in their careers and in life. This workshop is designed to help educators understand the unique role of mentoring in the learning process. Participants will also consider the evolution of an educator through a hierarchy of performance levels, the highest level being that of a mentor. This

institute helps individuals consider the mentor’s attributes, skills, and “way of being,” and to self-assess their own development as it relates to this role.

OUTCOMES

- Develop an appreciation for what a quality mentoring process is and what it is not.
- Become familiar with the principles that guide the mentoring process.
- Examine attributes and skills of a quality mentor and self-assess one’s own alignment with these attitudes and behaviors.
- Become familiar with an 11-step methodology for mentoring.
- Explore common goals for mentoring in higher education.
- Consider common issues one faces when one strives to become a mentor.

INSTITUTE FOCUS AREAS AND ACTIVITIES

Focus Areas

- The Performance Model
- Profile of a Mentor
- Principles of Mentoring
- Learning vs. Growth
- The Classification of Learning Skills
- Determining Needs for Mentors and Mentees
- Establishing a Mentor Relationship
- Mentoring Agreement
- Mentoring Methodology
- Personal Development Methodology
- Assessment in Mentoring
- Challenging Performance
- Motivation and Maintenance
- Creating and Expanding a Life Vision

Activities

- Analyzing a Performance
- What Makes Mentoring Relationships Special?
- Speed Mentoring
- Boundaries of a Mentoring Relationship
- Tough Love
- Constructive Intervention
- Mentoring with a Vision
- Celebrating Success
- Structured Reflection: Ready to Mentor

PERFORMANCE AREAS

Assessor Learner	Collaborator Measurer	Designer Mentor	Evaluator Planner	Facilitator Problem Solver	Innovator Researcher	Leader Teacher
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