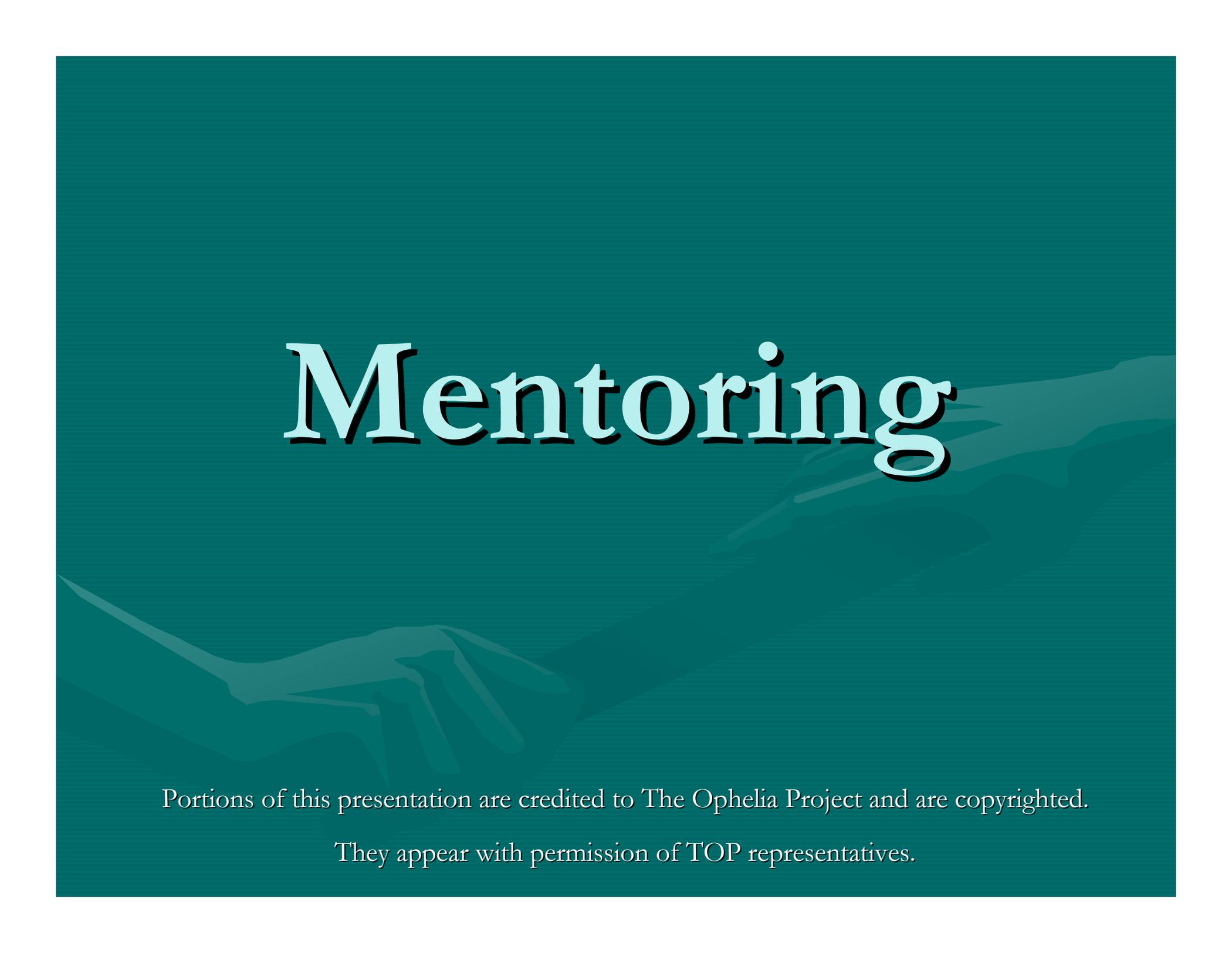


Mentoring

The background is a solid teal color. In the lower half, there is a faint, semi-transparent image of two hands shaking, symbolizing agreement or mentorship.

Portions of this presentation are credited to The Ophelia Project and are copyrighted.

They appear with permission of TOP representatives.

Goals of this training

- Gain understanding the role of mentoring
- Understand the dynamics of mentoring
- Gain tools and skills to build successful mentoring relationships

The Essentials of Mentoring

1. Qualities of a mentor
2. Role of a mentor
3. Expectations
4. Boundaries
5. Accountability

1. Qualities of a mentor



What do these people have in common?

- Oprah Winfrey
- Dr. Martin Luther King
- Gloria Estefan
- Denzel Washington
- Sec. of State Hillary Rodham Clinton
- Luke Skywalker

Small Group Activity

Share a story about a mentor in your
own life

What do these Mentors have in common?

- Who were the adults who really made a positive difference in your life? How?
- What qualities did you have that encouraged them to take a special interest in you?
- What was it that made each of them a great mentor?
- What did these people have in common?
- What might these experiences teach you about how you want to be a mentor?

1. Qualities of a Mentor

- Respectful: Mentors must accept mentees as they are.
- Personally committed: Mentors must follow through on their commitments
- Willingness to listen: listen without judgment
- Emotionally supportive: offer encouragement and be empathetic

2. Role of a mentor ?

- Role model
- Committed
- Emotional support
- Guidance and realistic perspective
- Create opportunities
- Personal relationship
- Listener
- Skill builder
- Resource

In Hawaii...

- “Nearly a fifth of Hawaii’s school-age children have been victims, bullies or both.”*

*Honolulu Magazine, “Bullied”, by Pamela Gibson, May 2007

- 10+% of the population between 25-34 report “heavy drinking” (2+ drinks per day for men or 1+ drink per day for women)**
- Binge drinking among those ages 18-44 years exceeds 20% (5+ drinks for men or 4+ drinks for women)**

**CDC, State of Hawaii BRFSS, 2010

- More than one-half of veterans who commit suicide after returning home from deployment are National Guard or reserve members***

***FBI Law Enforcement Bulletin, “The Returning Military Veteran: Is your organization ready?” by Jeff Hink, August 2010

- Hawaii is one of 25 “dropout epicenters” in the nation****

**** Hawaii Tribune-Herald, “Figuring dropout rate an inexact science”, By Colin M. Stewart, July 5, 2011

How Can Recovery Mentors Help?

- Technology is not connectedness
- Face-to-face social connectedness alters brain structure and chemistry
- Nurturing resilience:*
 - Help clients with goal setting, planning, and following through
 - Help clients identify and build on their own best qualities and capabilities
 - Practice effective communication
 - Discuss likely consequences of all possible choices
 - Help clients connect the choices they make with the feelings with thoughts they experience

*The Road to Resilience", American Psychological Association, 2011

Know you're ABCs

- Acceptance



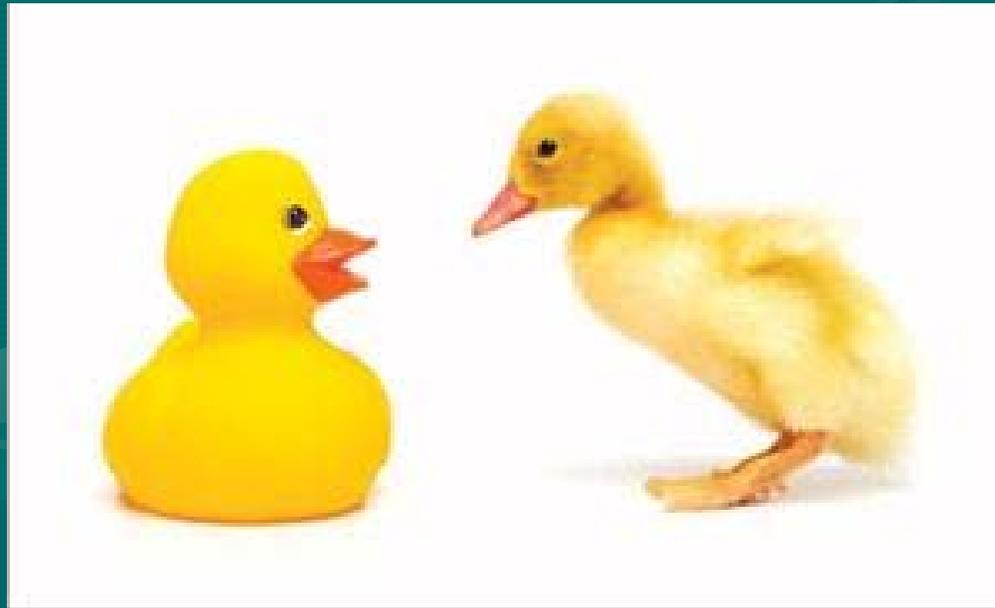
Know you're ABCs

- Belonging



Know you're ABCs

- Connection



Know you're ABCs

- Acceptance
- Belonging
- Connection

Mentoring:

A sustained relationship between a less experienced person and one with lived experience;

Providing support, guidance and assistance

Mentoring is about:

Shared Responsibility

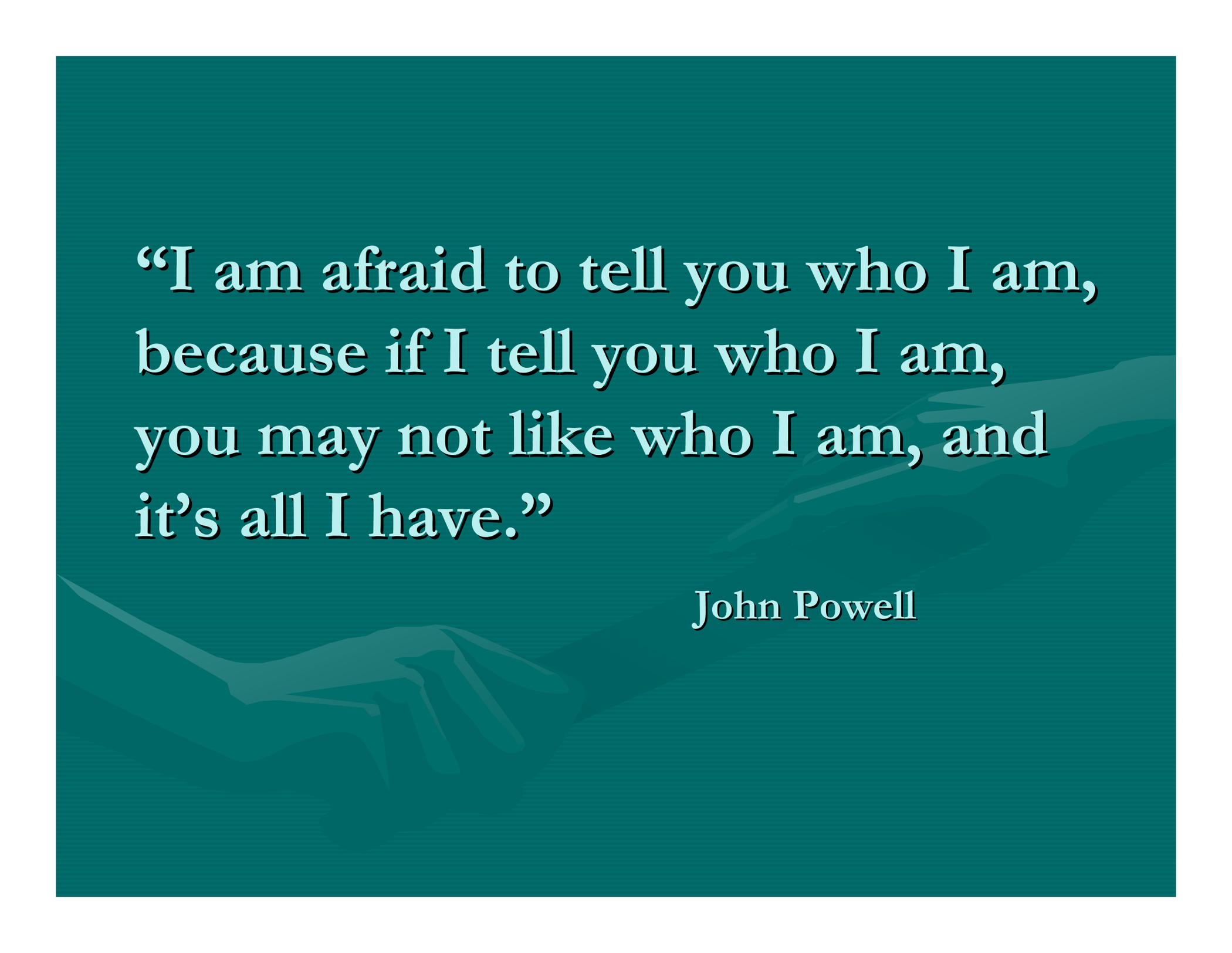
Trust

Assets

Respect

Phases of Mentoring

- In the beginning
 - Developing Rapport
- Building Trust
 - Consistency
 - Reliability
 - Confidentiality
- Testing the Relationship
 - Testing the Boundaries
 - Staying Power
- Increasing Independence
 - Critical to Address Closure Stage
 - Mixed Emotions



“I am afraid to tell you who I am,
because if I tell you who I am,
you may not like who I am, and
it’s all I have.”

John Powell

Successful Mentors

- Are creative
- Go the extra mile
- Are committed to keeping the relationship going
- Focus on quality of relationship, not quantity
- Consider and include the client's family
- Work with those most "at-risk"

Mentoring Goals

- Establish and maintain a trust relationship
- Raise awareness relevant to the client's issues
- Promote healthy lifestyle choices
- Create a dual mentoring structure (Have your own mentor!)
- Cultivate trusting and nurturing relationships

3. Expectations



Conscious and Unconscious Expectations?

- Remember there is another person on the other side with his/her own set of ideas, hopes, fears, and wishes
- Having expectations is not the problem, but rather what we do when those expectations do not match reality
- Occasionally mentors will feel disappointed or discouraged with their mentoring relationship
- It is not necessarily because there is anything wrong, but rather because their expectations did not come true

4. Boundaries

- Constantly be aware that mentoring is about them and for them
- Think of yourself as resource library: mentees will browse and take out what they are looking for, they won't need everything available.
- Ask yourself, “Is this going to be helpful to them?”
- Can't prevent all falls
- Better to teach how to stand up

5. Accountability



Mimicking

Mentees will do what they see us do, trusting it is safe.



Mentoring Tool Box

- Role Play
- Conversation openers
- Listening
- Storytelling
- Other ideas?

Benefits of Role Play

- Learn about life through mimicking – through experiential problem solving
- Learn through playing! Fun! (empathy, cooperation, decision-making)
- Problem solving – puts you in the situation
- Critical thinking skills fine tuned
- Get immediate feedback and another chance to change the results of your actions

Conversation openers:

- How did you feel when ...
- What do you think about ...
- What do you hope will happen if ...
- I'm really interested in ...
- Tell me about your ...

Conversation Blockers

- If you don't . . .
- How do you ever expect to . . .
- Let's talk about something more pleasant.
- Oh, it's not so bad.
- The problem with you is that . . .
- Stop complaining!
- Why on earth did you do that?

Quick Tip

- Do you want me to listen?
- Do you want my advice?
- Do you want me to help?

Benefits of Storytelling

- Storytelling allows:
 - Voices to be heard, conveys respect
 - Learning to be active listeners
 - Examine thoughts and behaviors
 - Connects us as humans
 - Teach, advise, clarify, exemplify
 - Demonstrate verbal and non-verbal congruity
 - Cathartic experience for the teller
 - Name and face to what occurred in a context
 - Builds empathy

Lowdown on logistics

- Schedule
- Transportation
- Communication system
- Goals
- Issues

Mentoring



“The power of one”

Peter Benson