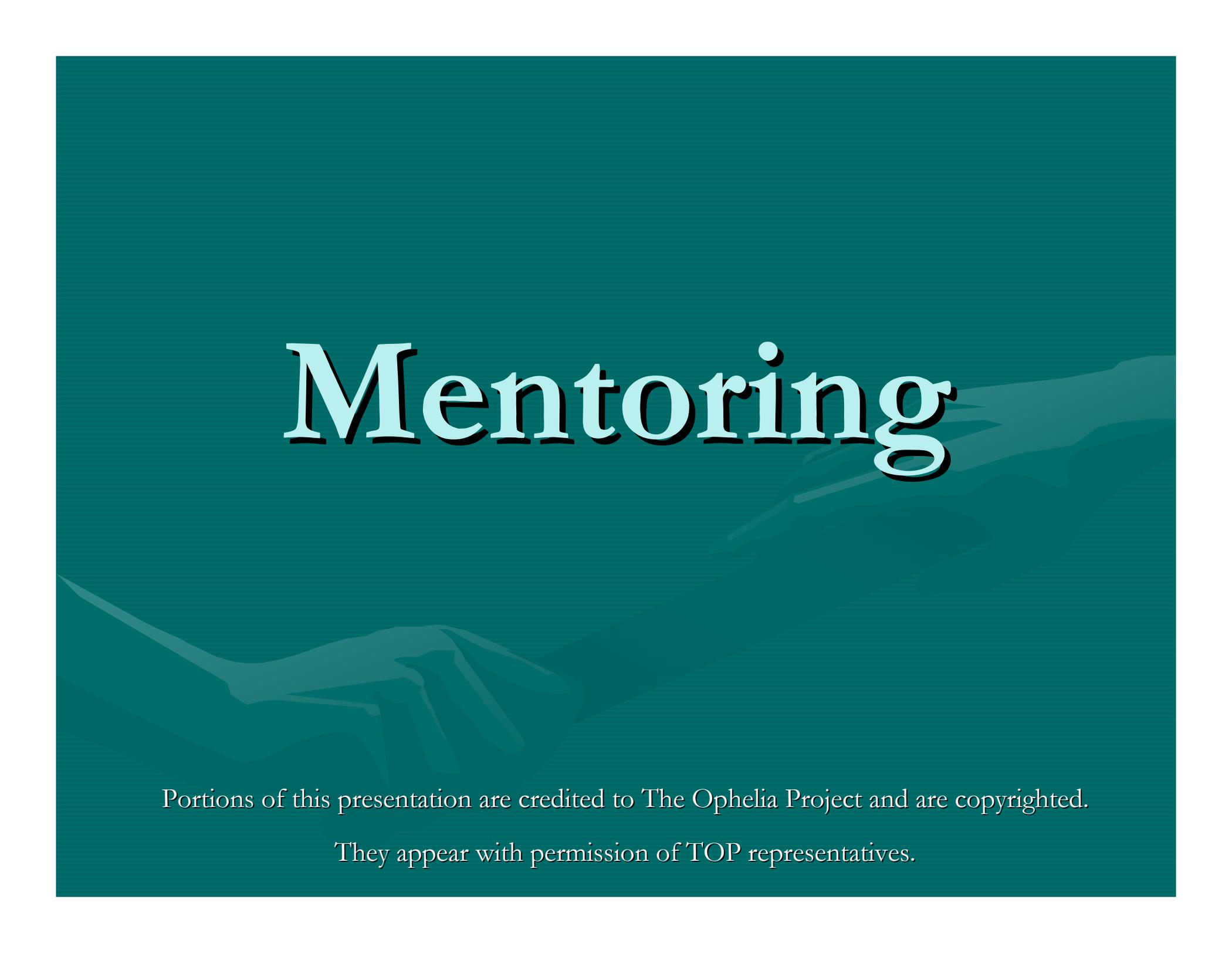


Mentoring

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 partnership. The word 'Mentoring' is written in a large, white, serif font with a slight drop shadow, centered horizontally.

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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



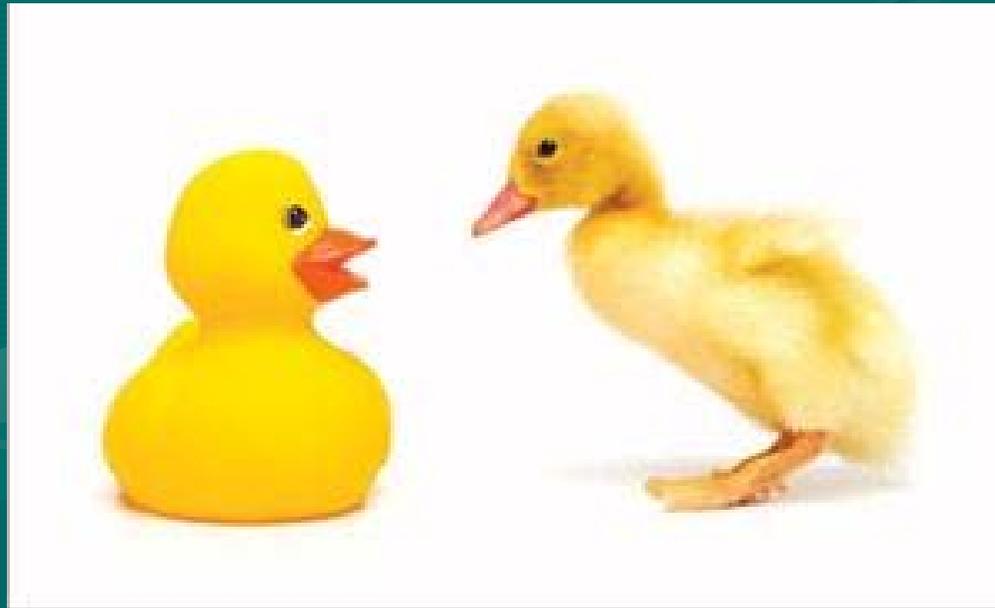
Know you're ABCs

- 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

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“The power of one”

Peter Benson