



Mentorship Guide – 2022-2023 Pairs

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*Mentoring is a process in which **individual participants** with a **growth mindset** help each other **develop goals and skills** through a series of **confidential conversations** and other **learning activities**.*

*Mentoring arrangements can be pairings of an experienced individual with a less experienced individual, two equally experienced individuals, or a group of individuals at many differing levels of experience. In all arrangements, the **participants each learn and grow** from the interactions.*

Rules of the Road

- ★ Confidentiality is not just an expectation, it's a requirement for healthy, trusting, growth interactions.
- ★ Trust the process.
 - Give your mentoring partner three tries before discounting the value or determine your partnership is not a good match.
 - Assume positive intent and that everyone is in learning mode, no matter how long or short your career has been.
- ★ Use the first meeting to set expectations.
 - Be authentic and transparent about how you learn, handle critiques, what your blind spots are, how deep you want to go, etc.
 - Set meeting frequency and duration.
 - Discuss roles and responsibilities. Often, the mentee will take the lead to ask questions. You get out of mentorship what you put in to it.
- ★ Dispute Resolution
 - Start with each other.
 - Don't react, respond.
 - Then come to DWKC leadership, we will objectively assist in resolution...confidentially.
 - Do not discuss with others in DWKC.
- ★ Use your resources and identify and share new ones.
- ★ Agree on communication platforms and/or meet up locations that work best for the group.

Roadblocks

- ★ Failure to meet regularly.
- ★ Last minute cancellations.
- ★ Not treating each other as a reasonable priority.
- ★ Neglecting to prepare, consider thinking exercises, assessments or whatever your group has agreed to do from the Resources section.

Resources

- ★ Conversation Starters
 - Your superpower (We ALL have one! If you don't know yours, ask those who know you best. 😊)
 - Career proudest moments
 - Career frustrations
 - Lessons Learned
 - Greatest Aspirations
- ★ Personality/Strengths Assessments
 - Enneagram Institute
 - Strengths at Work
 - Myers-Briggs
 - Sparktype
 - Languages of Appreciation
 - DISC Archetypes
 - Designing Your Life – Keep a [Good Time Journal](#) to identify the type of activities/tasks that put you into a state of flow
- ★ Negotiating/Influencing
 - Dan Oblinger – Former Hostage Negotiator www.Masterlistener.com
 - Getting to Yes (<https://www.williamury.com/books/getting-to-yes/>)
 - Language shifting – Stop saying “Sorry I’m ___”, instead say “Thank you for your ___”; Don’t say “I’m confused” unless you really are. Don’t use “just”, it diminishes your point.
- ★ Impostor Syndrome
 - Amy Cuddy – Strong presence or “Fake it until you become it” – [TED Talk](#)
 - Janelle Lynnae – [Identifying and releasing limiting beliefs](#)
 - Authentically Owning and Speaking to your Awesomeness
- ★ Goal Setting
 - Start and keep a [Bullet Journal](#)
 - Remind one another that you are capable and enough.
 - Tell others your goals and give them permission to ask you about steady progress toward them.