

Mentor Connection

West Georgia Technical College
Student Success Center





Training Objectives

- Understand program objectives
- Define mentoring, mentor and protégé.
- List the benefits of mentoring from the mentor and mentee's perspective.
- Understand the characteristics, responsibilities, and roles of a mentor and mentee
- Discuss the key aspects successful mentoring



Program Objectives

- Assist students into their transition to college
- Establish a network of faculty and staff mentors to support and guide students through their WGTC experience
- Establish relationships between staff/faculty and students in special populations
 - to increase retention
 - increase sense of WGTC community
- Support students journey towards self-reliance and graduation
- Build students' self-confidence and self-esteem



Who's Who.....What is mentoring?

Partnership between a WGTC student who requests advice and guidance from a faculty member or staff who offers resources and possible solutions.



What is a mentor?

- The definition of the word Mentor: a wise and trusted counselor or teacher (Webster)
- The definition of a WGTC Mentor: WGTC faculty/staff volunteer willing to devote individual attention to an assigned student by providing support and resources



What is a mentee?

A WGTC student enrolled with at least three credit hours who volunteers to be assigned to a WGTC faculty/staff mentor.



Mentor's Characteristics

Student Oriented
Values the organization
Is a good motivator
Respects others



Mentee's Characteristics

Eagerness to learn
Patient
Positive attitude



Mentor's Responsibilities

- Notify your supervisor that you are volunteering to serve as a mentor
- Be committed to my mentee(s) and the mentoring program
- Uphold the values of the institution
- Maintain mentor-mentee confidentiality described by WGTC policy
- Maintain quality time meet your mentee at least once a month (includes phone and e-mails) as determined by goals mutually set at the first meeting
- As a role model, act in a positive and appropriate manner, and demonstrate respect and consideration



Mentor's Responsibilities

- Take the opportunity to learn from my mentee(s) just as they learn from me
- Help my mentee(s) make their own decisions and obtain self sufficiency
- Utilize help from the Student Success Coordinator if problems arise in my mentoring relationships
- Accept that I do not have all the answers, and refer to the appropriate resources
- Value diversity and be sensitive to the uniqueness of each situation and each individual



Requests that a Mentor Can Deny

- **Providing a service that is offered by WGTC but one that you are not responsible for**
- **Negotiating grades with instructors**
- **Editing coursework**
- **Providing tutoring (students can be referred to tutors or on-line tutoring programs)**
- **Violations of Technical College System of Georgia and WGTC policies**



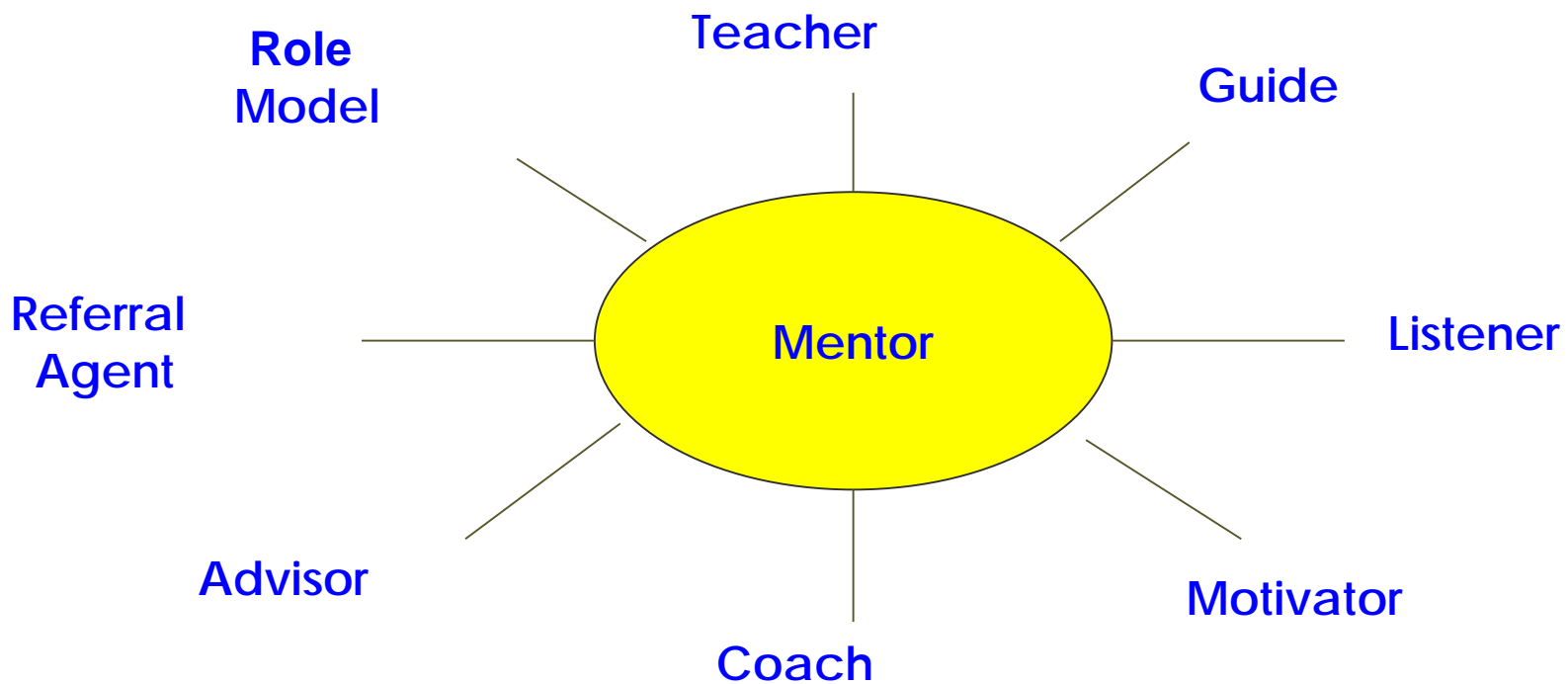


Mentee's Responsibilities

- Willing to learn
- Able to accept feedback
- Willing to “stretch” be flexible
- Able to identify goals



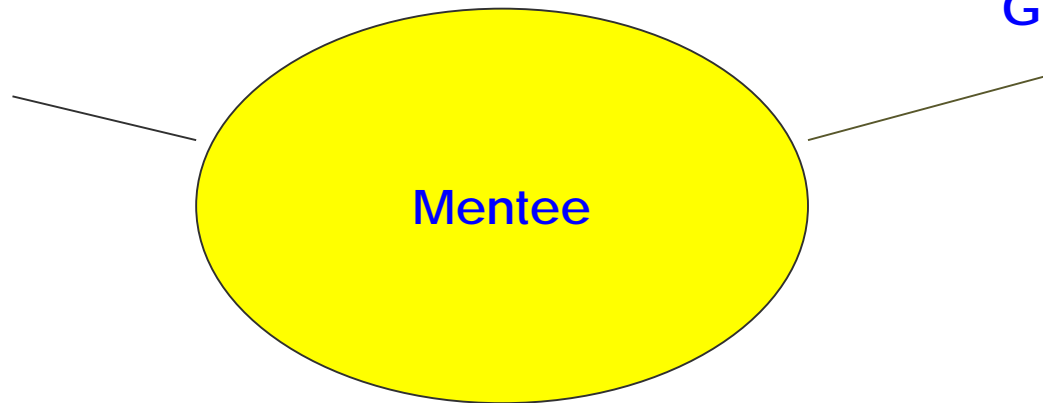
Mentor Roles





Mentee Roles

Student



Gauge

Stakeholder



Benefits of Mentoring Program

For the Mentor

- Opportunity to pass on your lessons learned**
- Cultivate leadership and interpersonal skills**
- Recognized for contribution to the mentee and WGTC**



Benefits of Mentoring Program

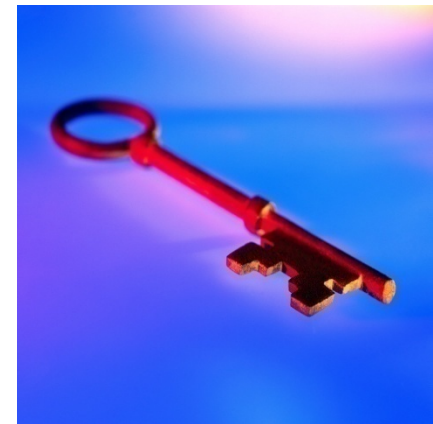
For the Mentee

- A listening ear**
- Valuable Direction**
- Different Perspective**
- Resources/Opportunities**



Keys to Successful Mentoring

- **Mutual Respect**
- **Trust**
- **Effective Communications**





Mentor: Keys to Success

- **Ask open ended questions (what, when, how, who)
Why-sometimes can imply criticism and cause defensiveness: “Why didn’t you attend tutoring?”**
- **Attend and respond to both content and feeling
“I failed the math test, and I am so upset!”**
- **Let the student solve the problem**
- **Refer and use your resources**
- **Self-disclosure-Use if helpful and not just a story**



Mentee: Keys to Success

- **Allow sufficient time to develop a professional relationship with your mentor**
- **Clearly communicate interests and goals**
- **Accept that the mentor won't have the answer for everything**
- **Demonstrate appreciation to your mentor**



Communications Skills for both

- **Listening**
 - fully participate by being an active listener
 - try to understand each other's situation, feelings, and motives (empathy)
- **Observing-be aware of how each of you is presenting the message through body language or unspoken words**
- **Communicating-be very clear in your presentation of facts and opinions**



Pitfalls and how to avoid them...

Unrealistic or unfilled goals occur if

- **Either or both parties expect more than the other is capable of providing**
- **Be very clear what is expected**

Mentor begins to exert an unhealthy control over the mentee

- **Mentee decides at the beginning that whatever authority/power is relinquished to the mentor is limited and temporary**
- **Contact advisor or Student Success Coordinator**

Mentor does too much for the mentee

- **DO NOTHING FOR YOUR MENTEE THAT YOUR MENTEE CAN DO FOR HIM/HERSELF**



Pitfalls and how to avoid them continued...

Cloning

- Remember each mentee is a unique adult with a personal style

Mentoring relationship viewed as favoritism or fraternization

- Meet only on WGTC campuses
- Mentor sets the tone and clarifies boundaries
- Mentor is cognizant of appearance of impropriety



First Meeting

- Get acquainted
- Establish mutual respect and trust
- Identify expectations
- Discuss how you communicate
- Discuss when you will meet and how often



First Meeting continued

- **Discuss confidentiality policy**
- **Discuss No Fault termination**
- **Create goals**
- **Suggest developmental activities and resources**
- **Sign WGTC Mentor and Mentee Agreement**





Future Meetings

- **Discuss progress**
- **Continue with activities identified in earlier meetings**
- **Encouragement and feedback**



Ending the Partnership

Steps for ending the partnership

1. Contact each other.
2. Contact the Student Success Center or kim.crockett@westgatech.edu
3. If a mentee is uncomfortable ending the partnership, contact your advisor or kim.crockett@westgatech.edu
4. Provide feedback to each other.
5. Complete program evaluation.



Student Feedback

“ I don't think the students especially the older ones understand the importance of the mentor program.”



Conclusion

Anyone not having a mentor is missing out on this added value. There is no reason to try to complete college “on your own” when there is a mentor to help.

