LEED LINKS MENTOR TRAINING PROGRAM

LEED LINKS Mentor Program

- Provides ongoing support for new students entering a new environment
- Encourages student success in the collegiate environment.
- Components of LEED LINKS:
  - LEED LINKS Community Building
  - Academic Check-Ins
  - Involvement Check-Ins
  - Mentor-Mentee One-on-Ones

A word from the LEED LINKS mentor

- “I thoroughly enjoyed my time as a mentor for LEED. It is very rewarding being able to help others, especially in the same scholarship group. I urge the mentors to reach out to their mentees during their first midterm week, as that is when I’ve noticed mentees struggle and lose faith!”
  
  -Ramon Maldonado

Impact

- On students:
  - Creates sense of belonging and support
  - Contributes to academic success
  - Contributes to relationships/networking
  - Contributes to sense of community
  - Enhances facilitation and leadership skills
- On the University:
  - Contributes to culture of success
  - Builds awareness of resources
Who is a Mentor?

- A knowledgeable and experienced **guide** who teaches (and learns) through a commitment to the mutual growth
- A **facilitator** who provides access to people, places, experiences, and resources outside routine environment
- A **role model** who exemplifies in word and deed what it means to be an ethical, responsible, and compassionate
- A trusted **ally** or **advocate**, who works with the mentee

What a mentor is and is not!

- A mentor is a:
  - Friend
  - Coach
  - Supporter
  - Motivator
  - Role model
  - Empowerer
- A mentor is not a:
  - Buddy
  - Teacher/tutor
  - Psychologist
  - ATM
  - Social worker
  - Problem Solver
Mentoring Myths

- **Myth:** You need to be an older person with gray hair (no hair) to be a mentor
  - **Reality:** Some of the most outstanding mentors are fellow students and peers

- **Myth:** Only the person being mentored benefits from mentoring
  - **Reality:** Mentoring is a reciprocal relationship where both mentors and mentee learn from each other

- **Myth:** Mentoring only happens on one-on-one basis
  - **Reality:** Effective mentoring can occur in a group setting

Roles of Mentor and Mentee

- **Mentor:**
  - Share experiences
  - Foster skill building
  - Refer and network
  - Be one of many influences

- (Ideal) Mentee:
  - Active participant
  - Seek new capacities, not just knowledge
  - Remain open to multiple influences
  - Own responsibility for success

Mentorship as an Experience

- The best mentorship relationships are characterized by:
  - Honest, two-way exchange
  - Respectful debate on differing views
  - Critical assessment of ideas
• Mutual and unconditional acceptance
• Respect for limits and boundaries

Mentoring Strategies

#1 Active Listening
• Listen more than talk
• Perceptions differ
• Do not judge
• Be sure you are understood
• Be interested
• Body language: eye contact, sit straight, nod etc.
• Track: Don’t hear, LISTEN!
• Listener’s skills may be culturally influenced

#2 Problem Solving/Decision Making
• Define the problem
• Brainstorm various options
• Anticipate consequences (Pros & Cons)
• Give constructive feedback:
  • Very important for decision making
  • Content: Be specific
  • Unbiased: Do not judge
  • Frequency: Respond often
  • Non-verbal feedback
• Respond with best choice
#3 Boundaries

- Important for the safety of you and your mentee
- Boundaries related to:
  - Money, behavior, time, self-disclosure
- Set the boundaries at the start
- If unsure, you have the right to request for time to think
- Do not be afraid to consult

Do’s and Don’t’s

- Do’s:
  - Support and encourage to take positive action
  - Be aware of your boundaries
  - Help mentee see alternatives for decision-making
  - Refer mentee to appropriate resources

- Don’t’s:
  - Dominate
  - Judge or try to change them
  - Expect problem to be solved quickly
  - Be biased
Challenges

- Having your mentee open up…
  “Difficulty bonding/getting close to mentee” – survey response
- When things do not work…
  “Different viewpoints from the mentee” – survey response
- When you(mentor) are not sure…
  “Hearing about challenges we don't personally have experience with” – survey response

Tips in a Nutshell

- Mentees remain the decision makers, mentors are one of the influences
- Maintain a journal to record your interactions
- Choose an appropriate place to meet
- Know your boundaries
- Communicate effectively
- Make use of resources whenever in need
Resources

- Diversity Affairs Office:
  
  2107 ME
  
  - You know us!

- UHS: Counseling and Consultation Service:

  333 East Campus Mall, 7th floor
  
  - Group Counseling
  - Individual Counseling
  - Let’s Talk (Drop-in)
  - 24-hour crisis services

- Dean of Student Office:

  Bascom Hall
  
  - Advocacy
  - Intervention
  - Referrals