



AMHERSTBURG
FREEDOM MUSEUM



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PRESENTERS

Topics of Discussion



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Vision Statement



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The Mentoring Youth Career Stimulation program will provide a resource for our future freedom achievers by pairing mentees with mentors in similar career paths through motivation, experience and insight.



- Mentors will understand the following:
 - Objectives of the program
 - Importance of mentoring
 - 8 Steps to Successful mentoring
 - Benefits of being a good mentor
 - Expectations of mentor and mentee
 - SMART goals
 - Good job search strategy
 - STAR format for answering questions
 - Appreciate the importance of boundaries in the mentoring relationship

Objectives



- Provide mentees insight into various professions
- Provide real world feedback from Mentors who have excelled in their field
- Provide guidance and directions on how to find employment in these professions
- Provide mentees with tools to aid in their career pursuit

Why Mentoring?



- Mentoring is a proven business strategy, with 71% of Fortune 500 companies running formalized mentoring programs.
- While the benefits of mentoring are understood, the scale and consistency of mentoring outcomes is often understated. Countless studies have proven the effectiveness of mentoring:
 - 75% of millennials deem mentoring critical to their success
 - More than 60% of college and graduate students listed mentoring as a criterion for selecting an employer after graduation.
 - Employees who received mentoring were promoted 5 times more often.

Attributes of a Good Mentor



In order to be a mentor, and an effective one, one must care. You must care. You don't have to know how many square miles are in Idaho, you don't need to know what is the chemical makeup of chemistry, or of blood or water. Know what you know and care about the person, care about what you know and care about the person you're sharing with.

— *Maya Angelou* —

AZ QUOTES

Attributes of a Good Mentor



- Recognized as a mentor by their peers.
- Has the desire to help less experienced people.
- Sees solutions and opportunities that help mentees make sense of their goals and challenges.
- Can stimulate a mentee's thinking and reflection.
- Actively listens with an open-mind and without judgement.
- Empathetic to the experiences of a mentee.
- Understands being a mentor as a way, to personally grow and learn.

Mentoring Continuum



8 Steps to Success



- Mentor
- Motivate
- Coach
- Inspire
- Teach
- Team Work
- Vision
- Lead





Mentor

- Career mentors are trusted guides that act as an informal coach, role model, and connector, offering encouragement and advice.





Motivate

- Encourage your mentee to set goals that are realistic and attainable. Success is just around the corner, and they are looking at your achievements as a reason to follow through with pursuing their dreams.





Coach

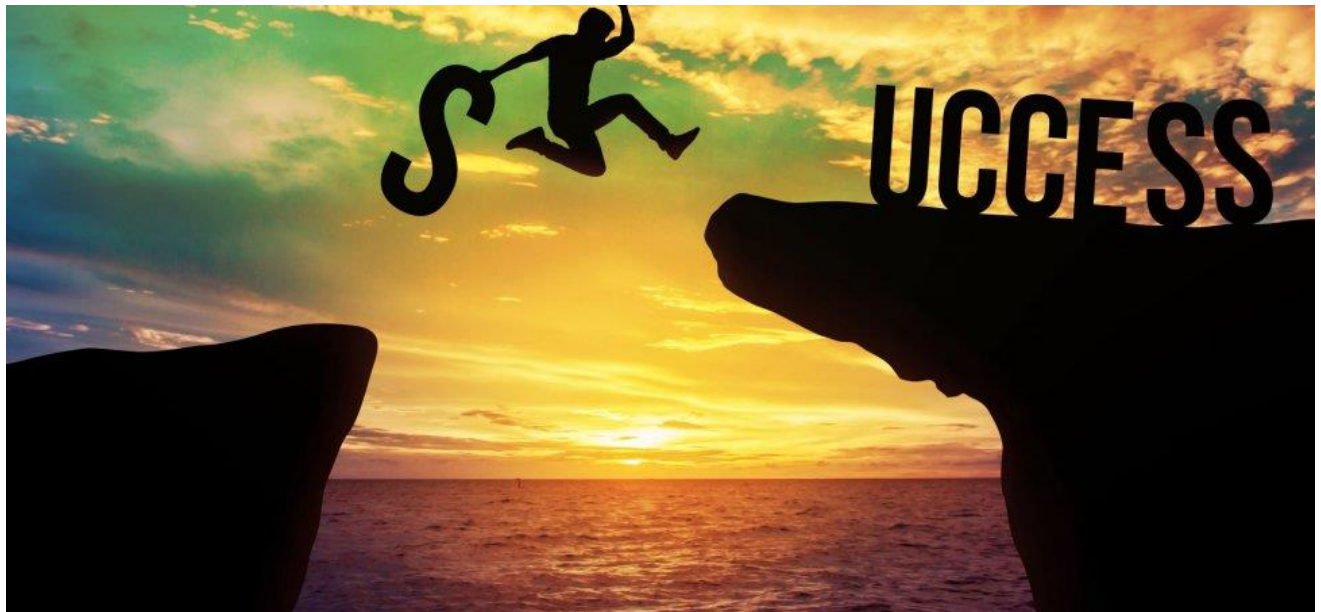
- The main aim of coaching is to drive the individual to perform at his/her best by building new skills or improving the current ones.





Inspire

- Spark an urge in the mentee to achieve something exceptional
- Provide constructive, positive and encouraging feedback
- Sharing goals, expectations, hopes and dreams can motivate the other person.





Teach

- A good teacher is essential to the program. You will have a direct impact on how mentees use their new skills and knowledge.





Team Work

- Collaborate with your mentee to complete tasks, in an effective, efficient way.
- Adapt your thinking to maintain a cohesive relationship with your mentee.





Vision

- Know where you are going and continue on your career path until you achieve your goal.





Lead

- You are a role-model of what success looks like. Instill confidence, patience, and understanding in your mentee, driving their willingness to succeed.





At the end of the program, mentors will have:

- Gained satisfaction in building up the self-worth of a new professional.
- Practiced leadership and interpersonal skills through coaching, communication, and active listening.
- Contributed to the long-term growth of their industry.
- Paying it forward

Expectations of Mentor



- Draw on personal experience, successes, failures, and insights to assist their mentee.
- Want to improve their skills as a mentor.
- Establish Expectation with the Mentees
- Be available for the time and frequency agreed
- Be open to giving and receiving feedback with their mentee.
- Be interested in learning from someone with a different background and experiences.
- Be open-minded
- Acquire a Police Clearance Check

Expectations of Mentee



- Mentees own the learning process; practice self-awareness through reflection to understand personal vision (i.e. interests, values, strengths, career desires, etc.).
- Initiate consistent and timely communication with the mentor.
- Solicit feedback from the mentor regularly.
- Give feedback to the mentor and demonstrate appreciation for their suggestion.
- Set SMART goals and have the mentor evaluate them.
- Be open-minded and show interest in new perspectives.
- Be an active listener



- Specific
- Measurable
- Attainable
- Realistic
- Time-Bound





Specific: A specific goal has a much greater chance of being accomplished than a general goal. To set a specific goal you must answer the six “W” questions:

Who: Who is involved?

What: What do I want to accomplish?

Where: Identify a location.

When: Establish a time frame.

Which: Identify requirements and constraints.

Why: Specific reasons, purpose or benefits of accomplishing the goal.

EXAMPLE: A general goal would be, “Get in shape.” But a specific goal would say, “Join a health club and workout 3 days a week.”



Measurable: Establish concrete criteria for measuring progress toward the attainment of each goal you set. When you measure your progress, you stay on track, reach your target dates, and experience the exhilaration of achievement that spurs you on to continued effort required to reach your goal.

To determine if your goal is measurable, ask questions such as.....

How much? How many?

How will I know when it is accomplished?



Attainable: When you identify goals that are most important to you, you begin to figure out ways you can make them come true. You develop the attitudes, abilities, skills, and financial capacity to reach them. You begin seeing previously overlooked opportunities to bring yourself closer to the achievement of your goals.

You can attain most any goal you set when you plan your steps wisely and establish a time frame that allows you to carry out those steps. Goals that may have seemed far away and out of reach eventually move closer and become attainable, not because your goals shrink, but because you grow and expand to match them.

When you list your goals you build your self-image. You see yourself as worthy of these goals, and develop the traits and personality that allow you to possess them.



Realistic: To be realistic, a goal must represent an objective toward which you are both *willing* and *able* to work. A goal can be both high and realistic; you are the only one who can decide just how high your goal should be. But be sure that every goal represents substantial progress.

A high goal is frequently easier to reach than a low one because a low goal exerts low motivational force. Some of the hardest jobs you ever accomplished actually seem easy simply because they were a labor of love.



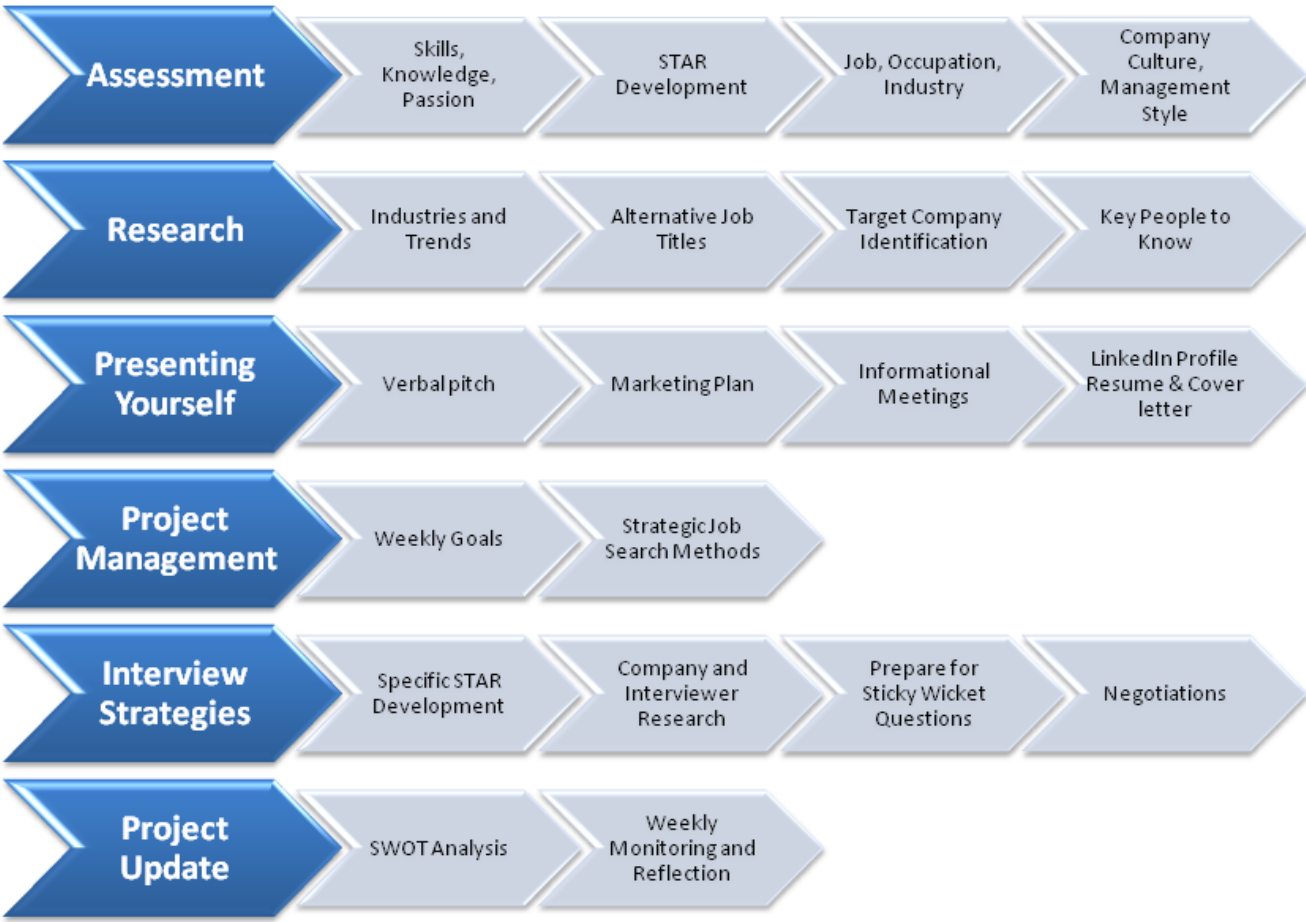
Time-Bound: A goal should be grounded within a time frame. With no time frame tied to it there's no sense of urgency. If you want to lose 10 lbs, when do you want to lose it by? "Someday" won't work. But if you anchor it within a timeframe, "by May 1st", then you've set your unconscious mind into motion to begin working on the goal.

Your goal is probably realistic if you truly *believe* that it can be accomplished. Additional ways to know if your goal is realistic is to determine if you have accomplished anything similar in the past or ask yourself what conditions would have to exist to accomplish this goal.

How to Job Search



6 Steps to Job Search Success



What is STAR?



In today's world employers are increasingly using the STAR format to interview prospective employees.

- **Situation**- event or task from past employment, volunteer or relevant event
- **Task**- what are you working toward or trying to achieve
- **Action**- actions you took to address the situation with an appropriate amount of detail
- **Result**- what was the outcome of your actions

Respecting your Mentee



- Establish boundaries, and make it clear each person's role
- Establish clear lines of communication and stick to it
- The relationship between mentor and mentee is a business partnership, not a friendship, and should be treated as such
- Interactions are to remain professional and related to the mentees career goals
- If unsure about boundaries, consult the Mentor contract

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As a mentor, you will make a significant impact on your mentee by providing valuable advice and guidance as they transition from university/college to the work field. Your first-hand experience will not only offer mentees insight into their academic goals and career plans, but also an awareness of the career options available and how to prepare. Through our program, students will also develop workplace skills and learn how to create a job search strategy that will allow them to expand their career options, in addition to broadening their network and gaining experience that complements their academic pursuits. We want to show students that their career choice is achievable, and that the tools necessary for navigating their career path are accessible. This is possible with the assistance of mentors like yourself who are an example of success.



Mentee/Mentor Show Case Events

- Workshops
- Mixer

Mentee/Mentor Portal

- Resumes
- Inspiring bio summary

Help Making Program better

- Ideas on how to make Program better please share



Thank-You



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Team Activity 2: Plane Crash

INSTRUCTIONS

Imagine this: the plane carrying your team has crashed on a desert island. Have your group work with 12 items from around the room that they think would be most useful in their survival, ranking each item in order of importance.

Each team member must make their selections first and then have the group discuss and come to a consensus.

Objective:

- ✓ To improve communication and collaboration
- ✓ To improve negotiation skills

Length:
About 20-30 min.

Materials needed:

nothing



Activity 1: Roles of a Mentor

INSTRUCTIONS

1. Think back to your student years. Identify and write down:
2. One person, preferably someone who is not a relative, who was a kind of mentor for you
3. Think about why that person was important to you and the result of that person's interest
4. Recall the qualities of that person that made him/her so valued and write down two or three of these qualities.

Are there any qualities that are mentioned by many people?

How can they be categorized?

Objective:

- ✓ To identify qualities of effective mentors
- ✓ To explore roles that mentors can play

Length:

About 30 min.

Materials needed:

Pen & paper, white (or black) board