

Quick Tips for Mentoring & Coaching

Why is mentoring important?

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Think of a mentor, coach, teacher, or supervisor who made a positive impact on you. How did they do it?



Building Relationships

How to connect with your mentees

Starting Points



Smile.

(But don't be weird)



Customer Service 101

Use your mentee's name during your conversation.

(But not too much)

Conversational Techniques

Show a genuine interest in your mentee.

Find shared interests and common ground.



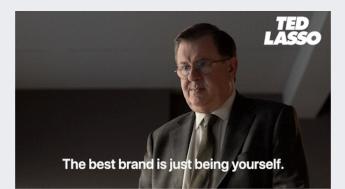
Ask open-ended questions.

Practice mindful & active listening.



Guiding Concepts

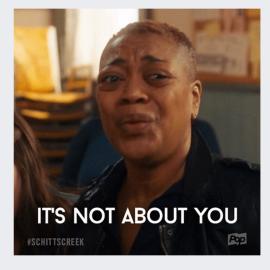
Be authentic.



Practice unconditional positive regard.

(Carl Rogers)

Remember: It's not about you.



Effective Coaching

Helping your mentees grow and develop

Set shared expectations.

Discuss strengths and areas for growth.

Set goals and checkpoints.

And stick to them!



Set action steps after each meeting.

Blend challenge and support.

(Nevitt Sanford)



Validate.



(Laura Rendón)

Hold your mentee accountable.

Teach helpseeking behavior.



Model the way.





Wrapping Up

Reflecting on your skills

What are your strengths as a mentor?

What are some areas of growth?

What are some tips from today you want to try?

Thanks!

Any questions?

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