



5 Tools for High-Impact Mentors

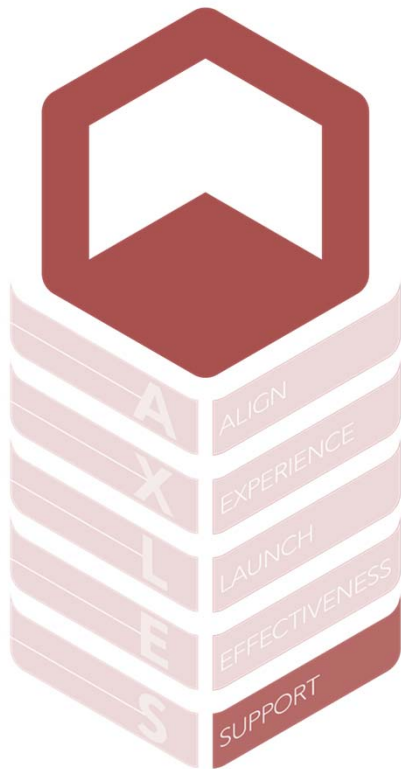
Jenn Labin

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Jenn Labin – T.E.R.P. Associates



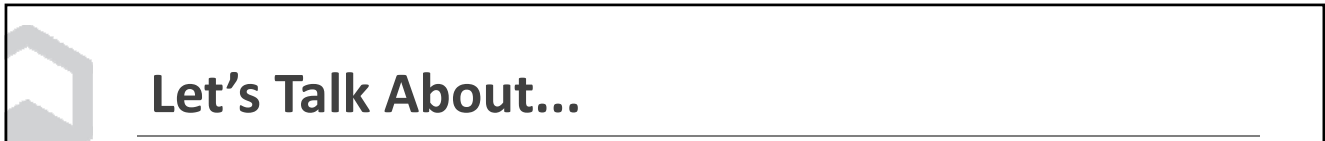
The AXLES Model



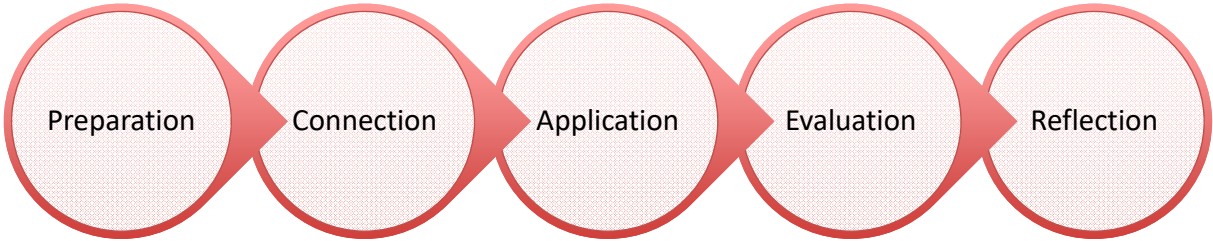
Support All Participants

- Learner Resources and Support
- Mentor Resources and Support
- Participant Community




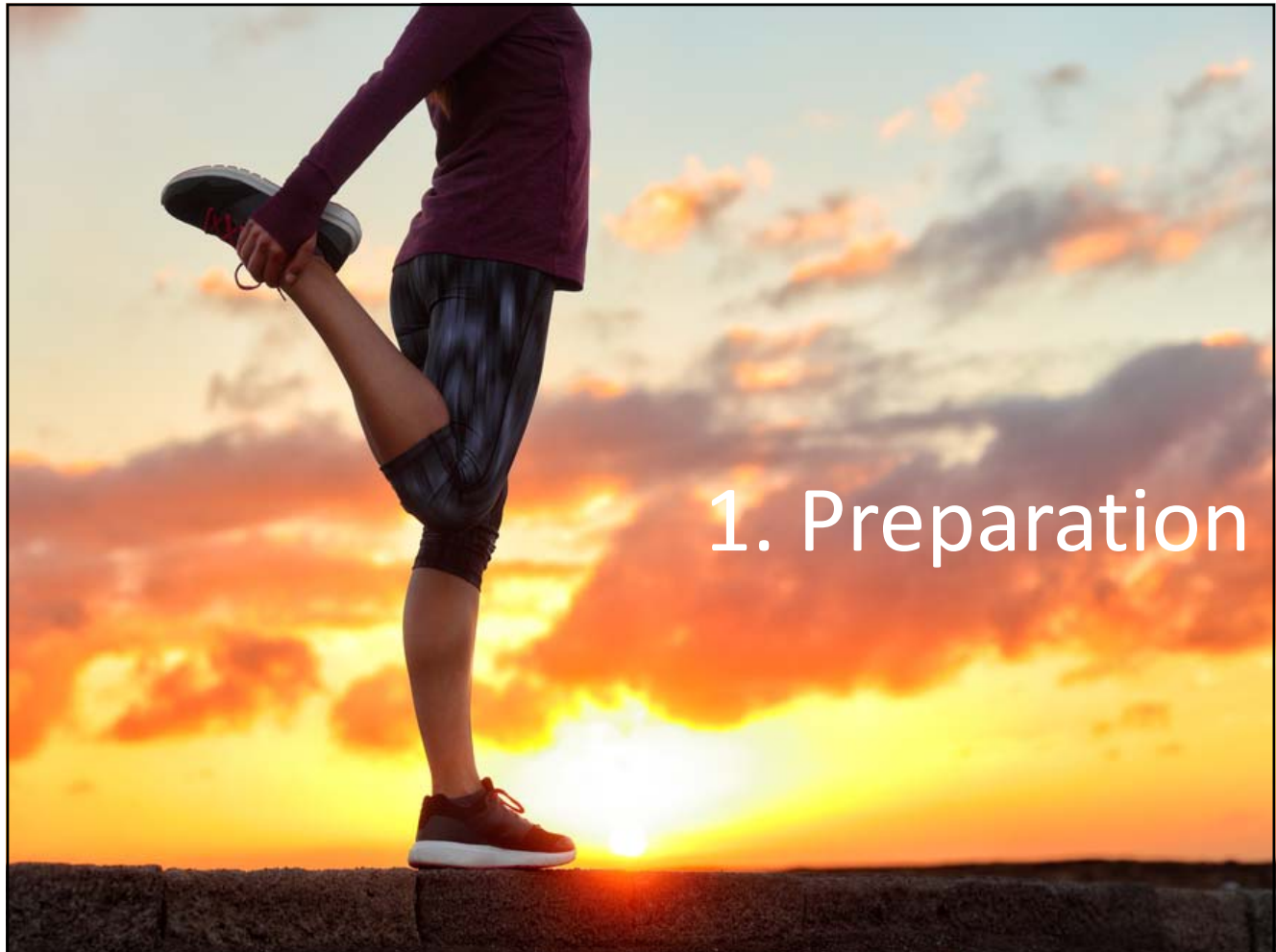


Let's Talk About...



Preparation → Connection → Application → Evaluation → Reflection





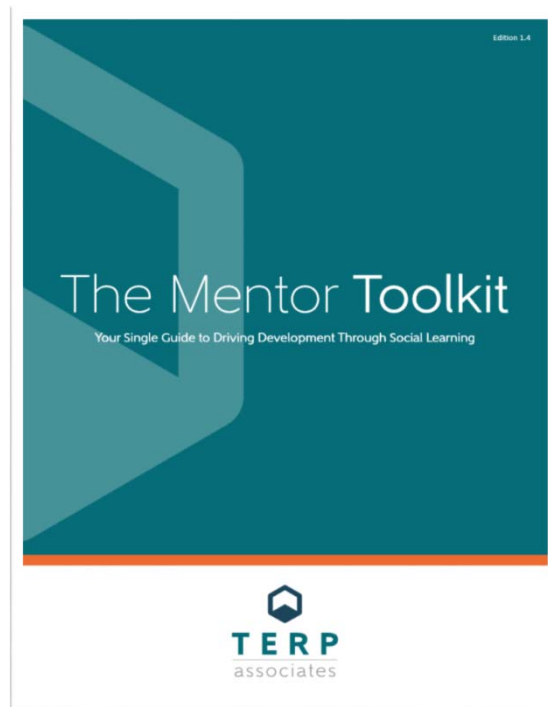
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3/13/2017





The Mentor Toolkit



JL5



Support Checklists

Preparation Checklist

- Understand the Mentoring Landscape
- What is Mentoring?
- Why Mentoring?
- Clarify Your Purpose
- Invest in Yourself
- Know the Role
- The Commitment




Slide 8

JL5

Change from screen shot.


Jennifer Labin, 7/5/2017



The graphic is titled "3 Ways to Learn" and is enclosed in a black border. On the left side, there is a grey icon of a cube. The title is underlined. Below the title, there are three columns, each with a title and an icon. The first column is titled "Mindset" and features a brain icon with a gear inside. The second column is titled "Skillset" and features an icon of a person sitting at a desk with a speech bubble. The third column is titled "Toolset" and features an anchor icon. In the bottom right corner of the graphic, there is a logo for "WATCH & LEARN webcasts atd". The bottom of the graphic has a gradient bar transitioning from orange to red.

3 Ways to Learn


Mindset



Skillset



Toolset



WATCH & LEARN webcasts atd

Which Way to Springfield?

Springfield

WATCH & LEARN Webcasts atd



Setting Goals



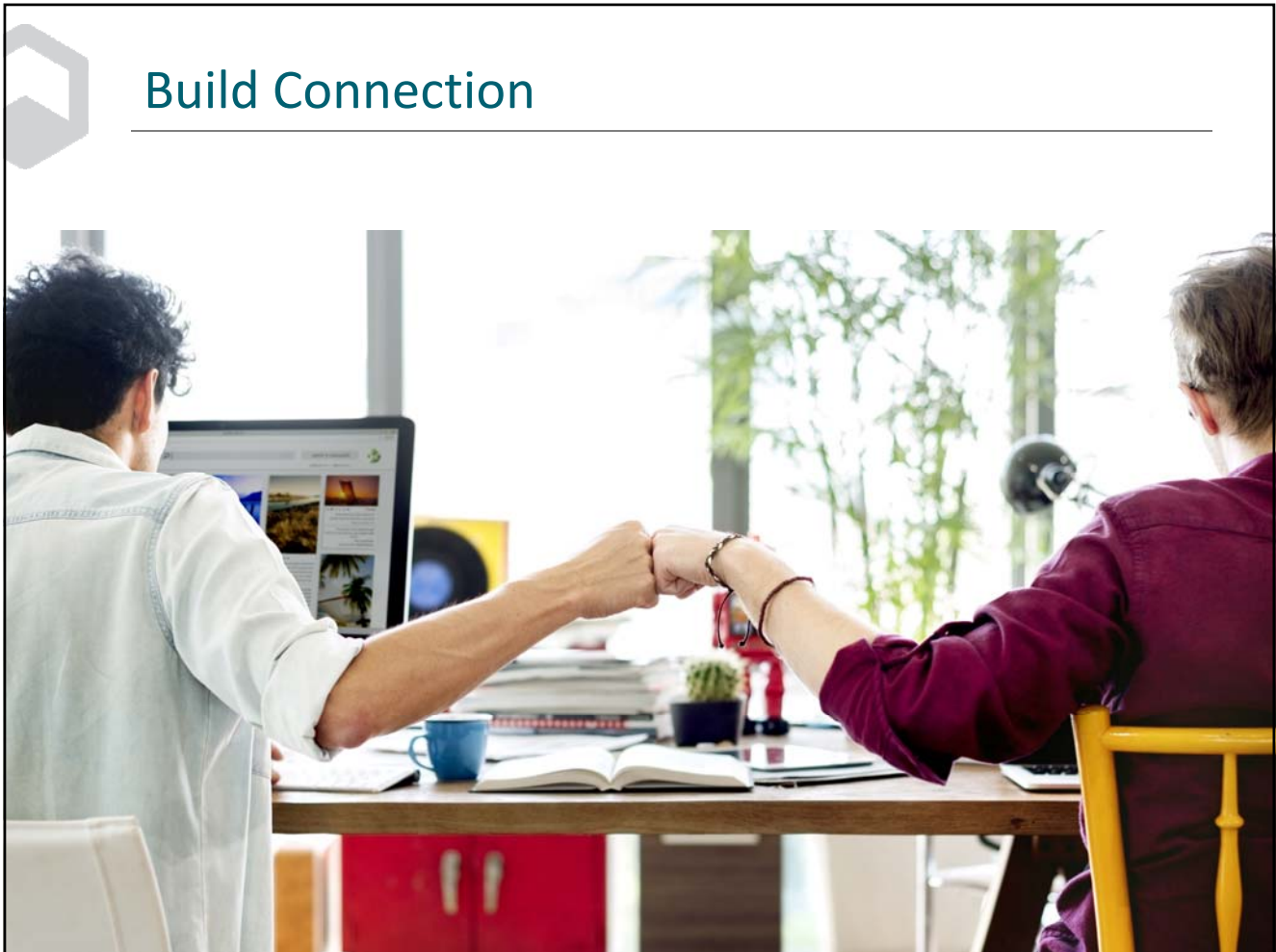
In what specific ways do mentors grow as a result of that role?

In Chat



2. Connection







Share Your Story

- Learn about each other
- Establish commonalities
- Targeted and focused
- Manage social dynamics





Story Map



Early Shaping



Early Learning



Mistake / Misstep



Success / Accomplishment



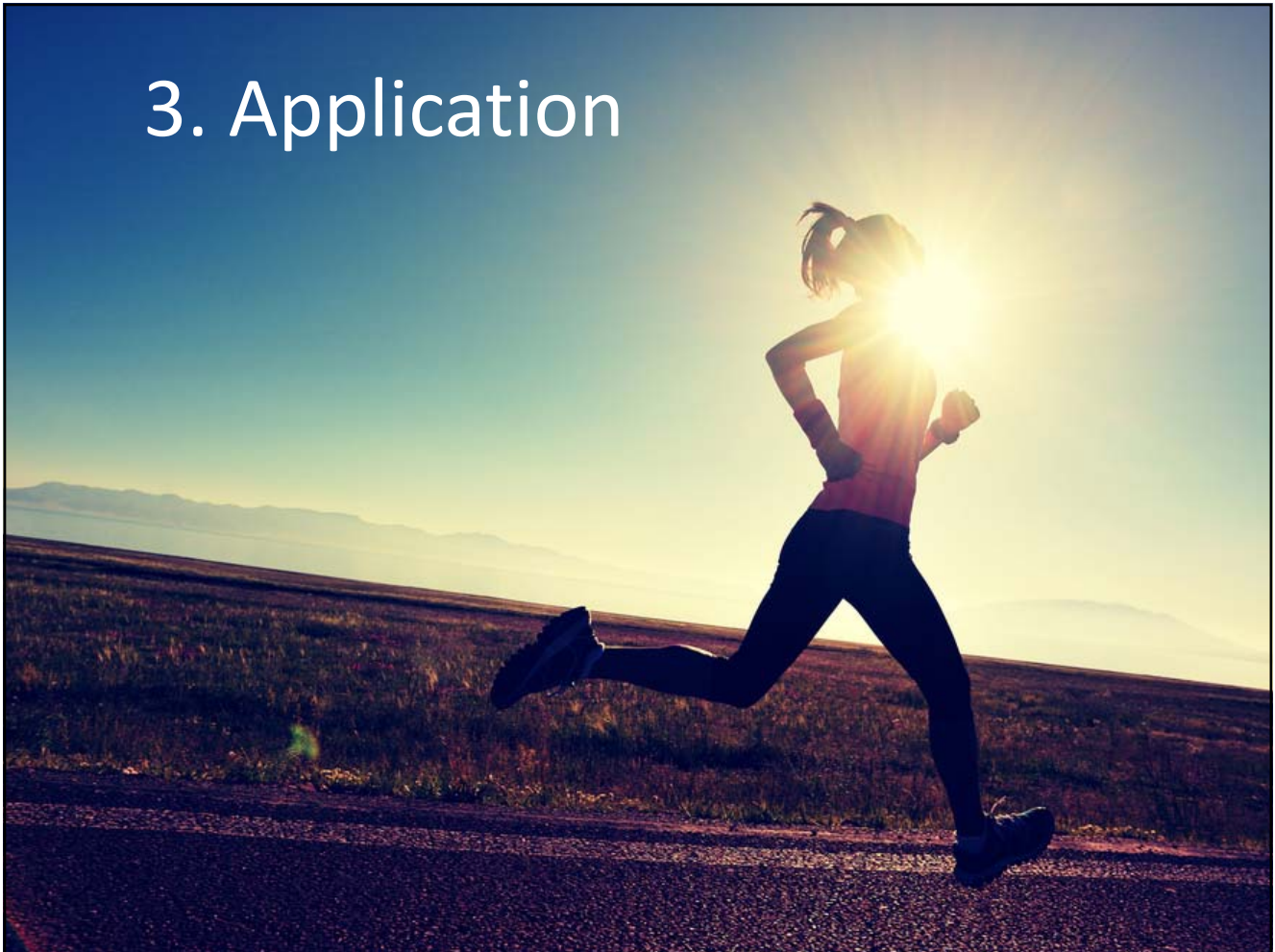
Recent Learning



Why I'm Here



3. Application



Welcome Guide



Important Information for
DRIVE Community Members



Includes:

- Purpose Statement
- Welcome Message
- Program Design
- Structure
- Schedule
- Matching
- Expectations & Responsibilities
- Recommended Resources
- IDPs and other templates



What does a mentoring skillset include?

Active Listening	Diagnosing Performance	Critical Feedback	Deal with Ambiguity
Provide Clear Guidance	Communicate Effectively	Utilize Questioning	Establish Trust
Demonstrate Credibility	Facilitate Problem-Solving	Effective Time Management	Strong Organizational Alignment





Personal Vision



- Highlight the best of who you are and who you are growing to be
- Demonstrate self-awareness
- Model proactive self-development





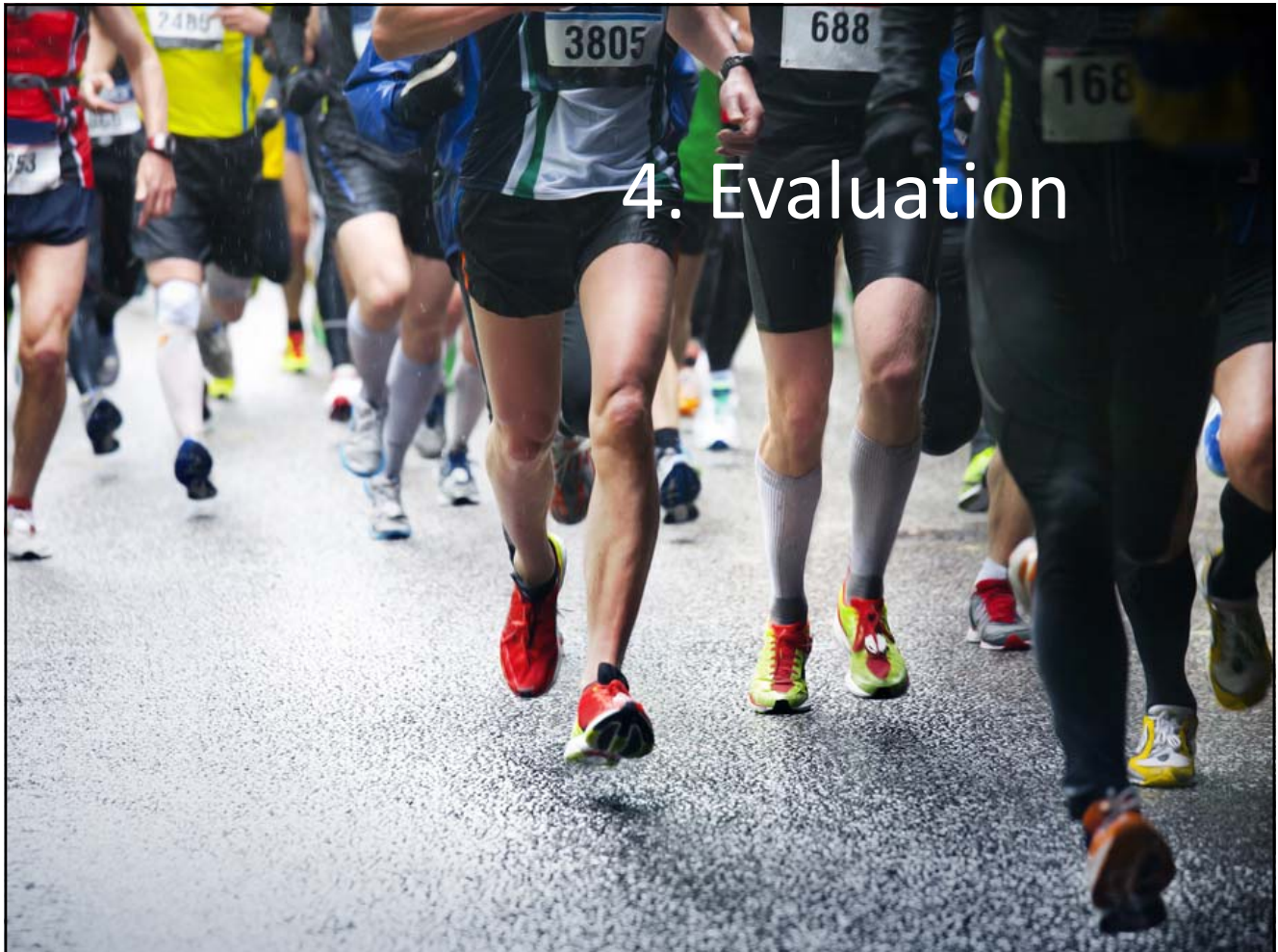
Personal Vision


Draft a personal vision statement

I (verb 1), (verb 2), (verb 3) (noun).

“I ignite, grow, and sustain leadership in those around me.”







Mentor Roles and Behavior



Advisor:

- Asks Critical Questions
- Identifies Options
- Creates Direction
- Removes Obstacles
- Guides According to Experience

Advocate:

- Connects with Others
- Supports Choices
- Provides Help and Encouragement

Ally:

- Provides Candid Feedback
- Frequently Communicates
- Follows-Through on Commitments





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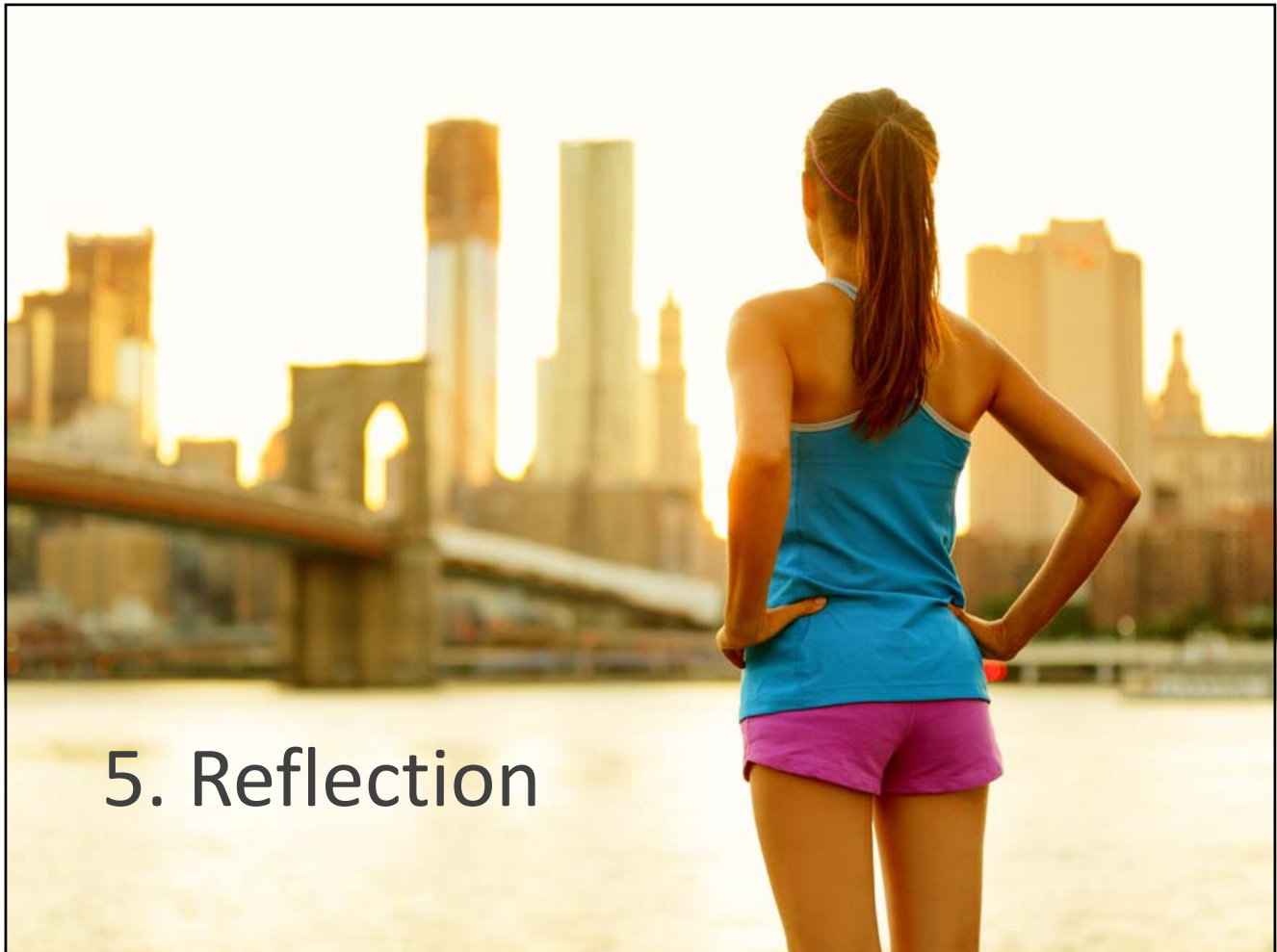
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*“I feel stuck
on this
project.”*



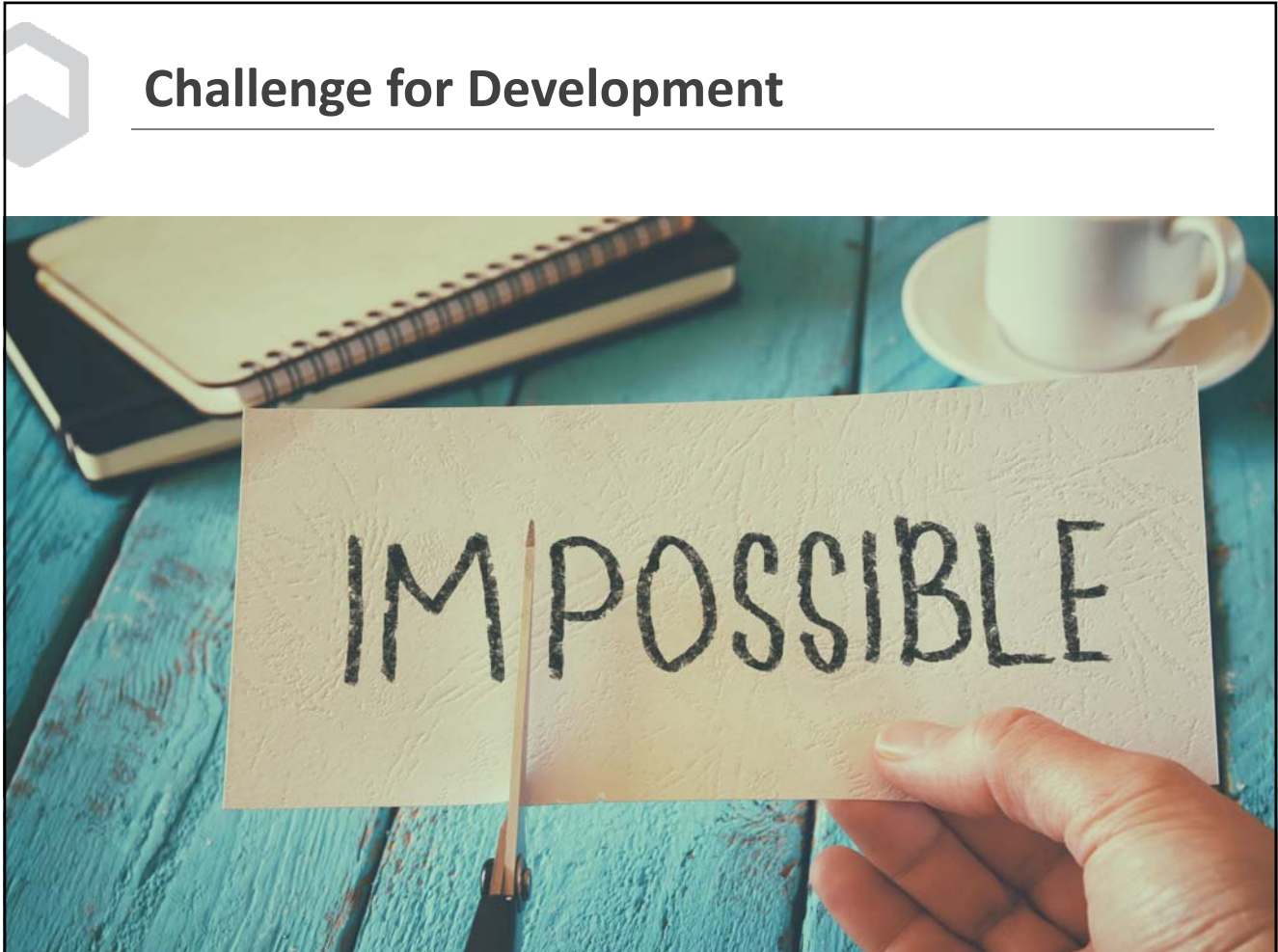
JL13



5. Reflection

Slide 24

JL13 gardening? scuba diving?
Jennifer Labin, 7/5/2017



Challenge for Development



Individual Development Plans



- Use a *commitment-driven* approach instead of a *compliance-driven* one!
- Leverage strengths
- Build descriptive (not SMART) goals
- Develop “yes or no” action items
- Describe a vision of success






Individual Development Plans


Goal Description	Self-Development: Create more space in my workflow for reflection and learning from my day-to-day work. The ability to learn more thoroughly from my every day experiences will help the team to work more efficiently and effectively and improve my ability to serve as a leader.
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Individual Development Plans

Top Strengths	<ol style="list-style-type: none"> 1. Connecting Ideas 2. Decision Making 3. Strategic Thinking
Goal Description	<p>Self-Development: Create more space in my workflow for reflection and learning from my day-to-day work. The ability to learn more thoroughly from my every day experiences will help the team to work more efficiently and effectively and improve my ability to serve as a leader.</p>
Action Items	<ol style="list-style-type: none"> 1. Interview G.H. about Learning Agility, share results with my team. 2. Implement one method of reflection per week six weeks. 3. Find three templates for AARs / post-work reviews and create my own version.
Vision of Success	<p>I will have achieved my goal when I regularly pause to reflect on lessons learned from my work. My team will see frequent iterative improvements to our process as a result of constant learning and growth. I will be a more agile leader because I will have confidence in tackling new obstacles.</p>





Self-Development

- As you continue on your own mentoring journey, don't forget to work on your own development.
- Seek out a mentor for yourself.
- Commit to your own learning and development, and practice those ideas you have imparted to your mentee(s).
- Keep your skills sharp so you can continue to mentor and make an impact.



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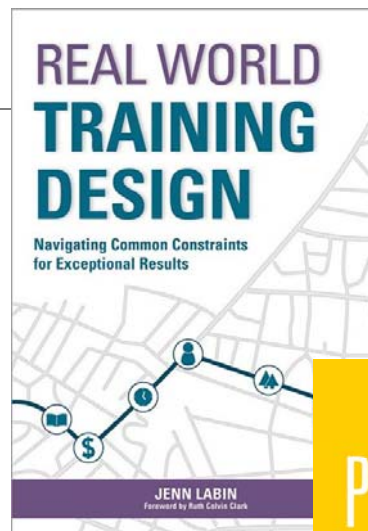
Email:

jenn@terpassociates.com

Mentor Out of the Box

A ready-made desk reference for all things mentoring!

- Self-Assessments
- Journal
- Worksheets
- Development Plans
- Conversation Starters
- And More....



#AXLESMentoring

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