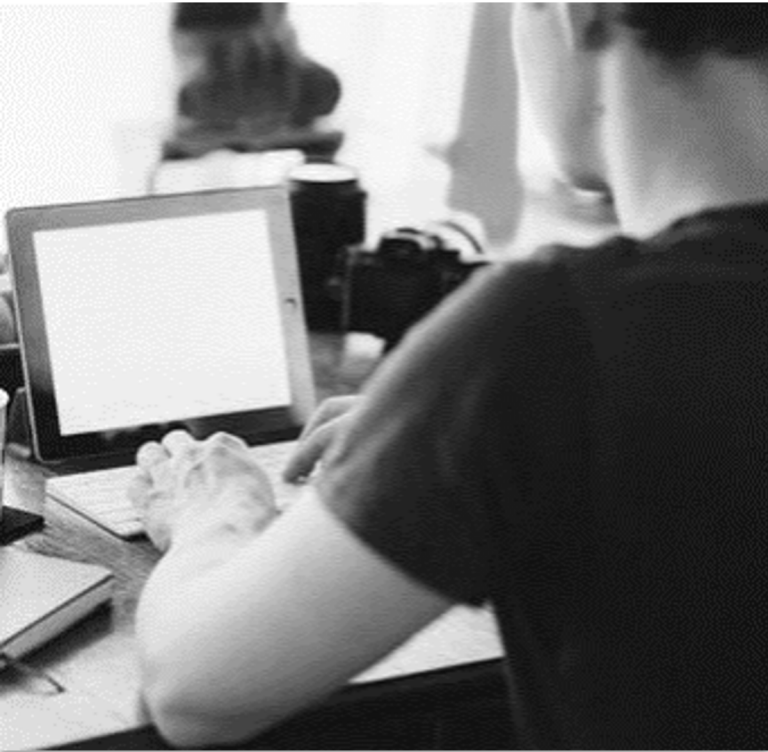


Today's webinar will begin momentarily...

Here are a few tips to improve your viewing experience



- **Make sure your computer speakers are on and adjusted to the volume of your choice.**
- **Close additional browser windows and online applications.**
- **If you experience technical difficulties, please close your browser and log back in.**



Kimberly Kissel

Director of Education

KKissel@CDAweb.net



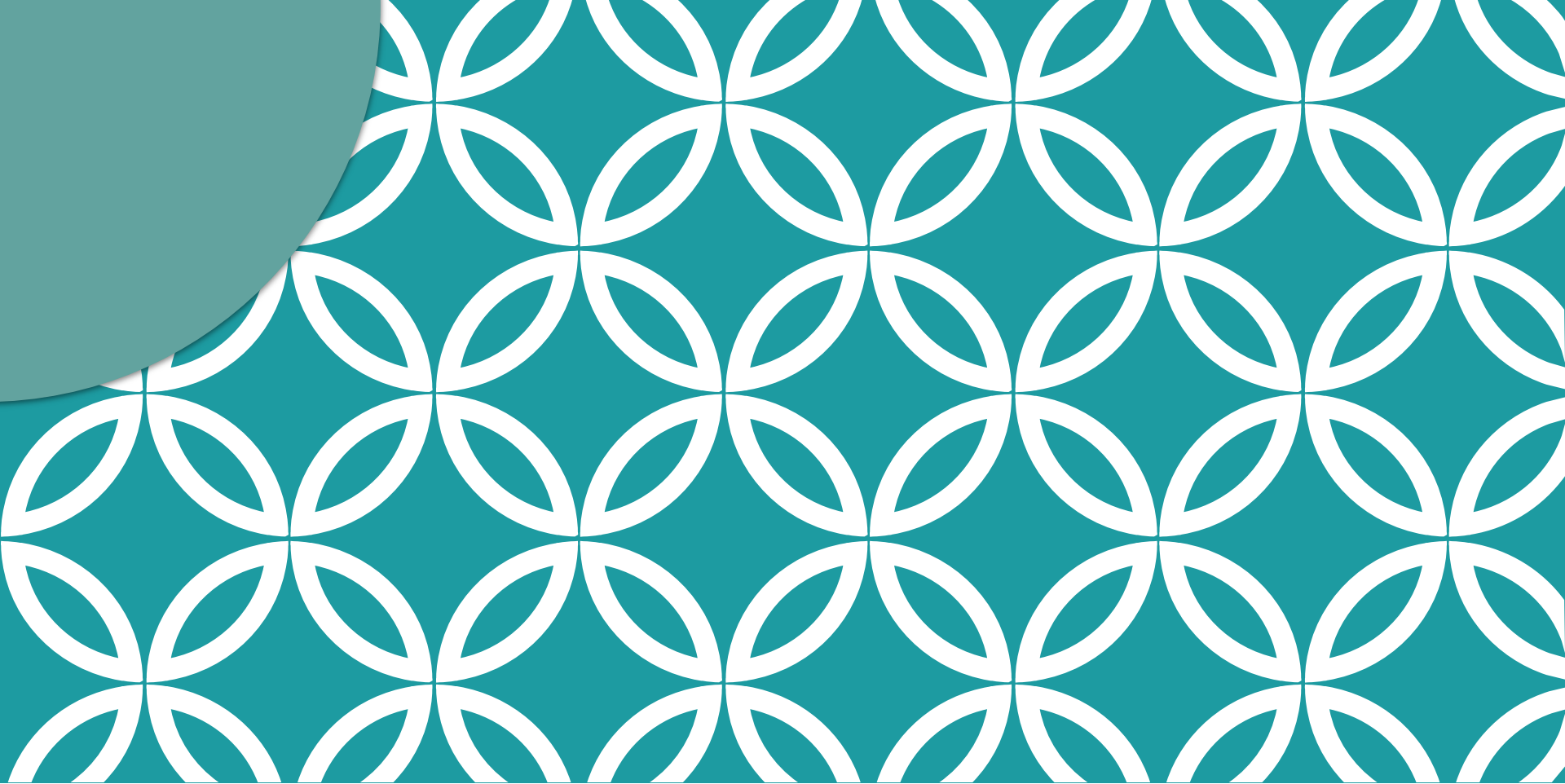
Ask the speakers questions throughout this webinar using the Q&A function -- in your GoToWebinar Control Panel, type in any questions you have for the speaker in the Questions box under the Questions tab.



No Dead Ends:

How To Make Mentoring a Two-Way Street

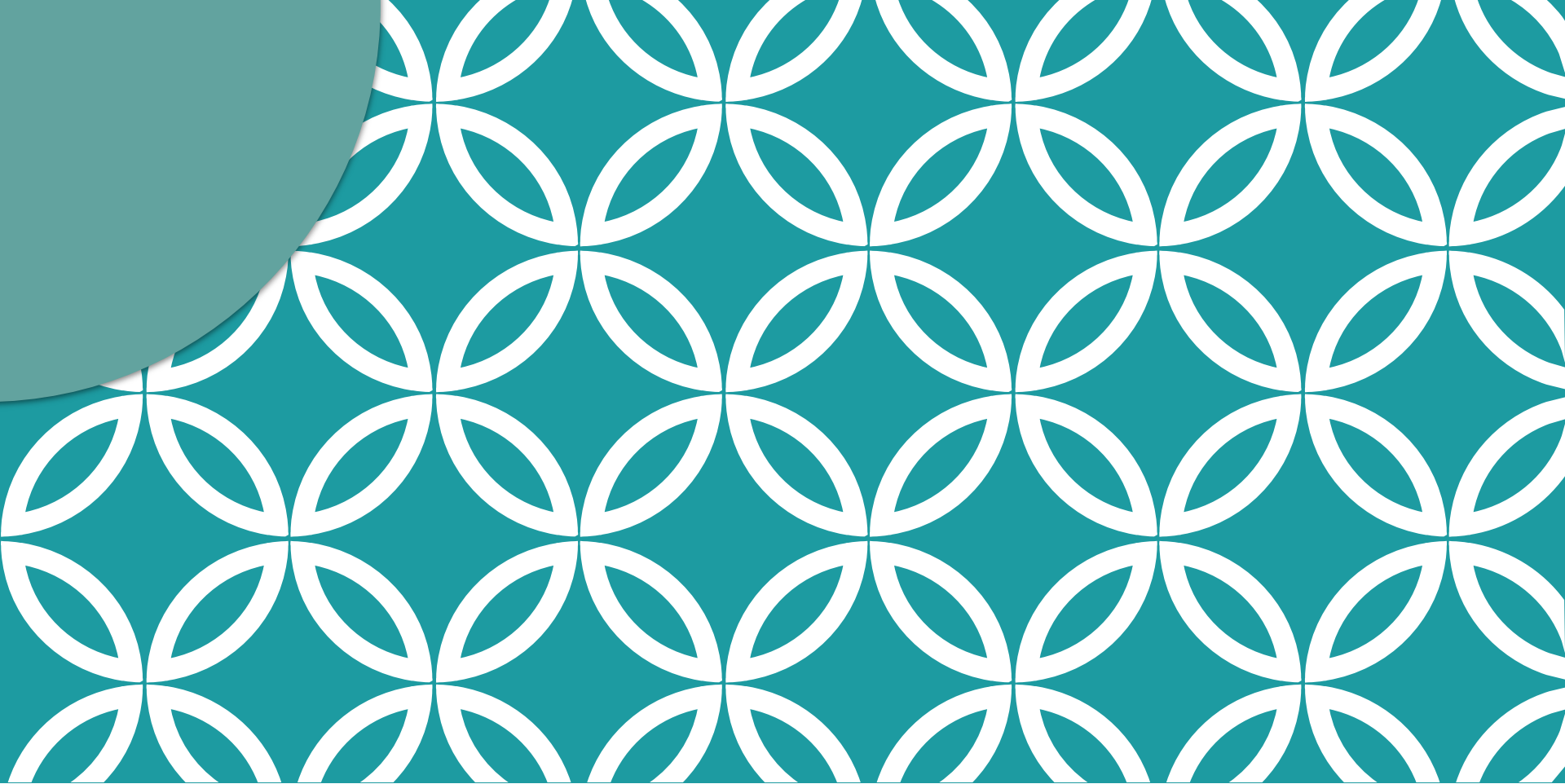
Karin Thrift
Director of Sales
Clif Bar & Company



**WHAT IS A MENTOR?
HECK, WHAT IS MENTORING?**



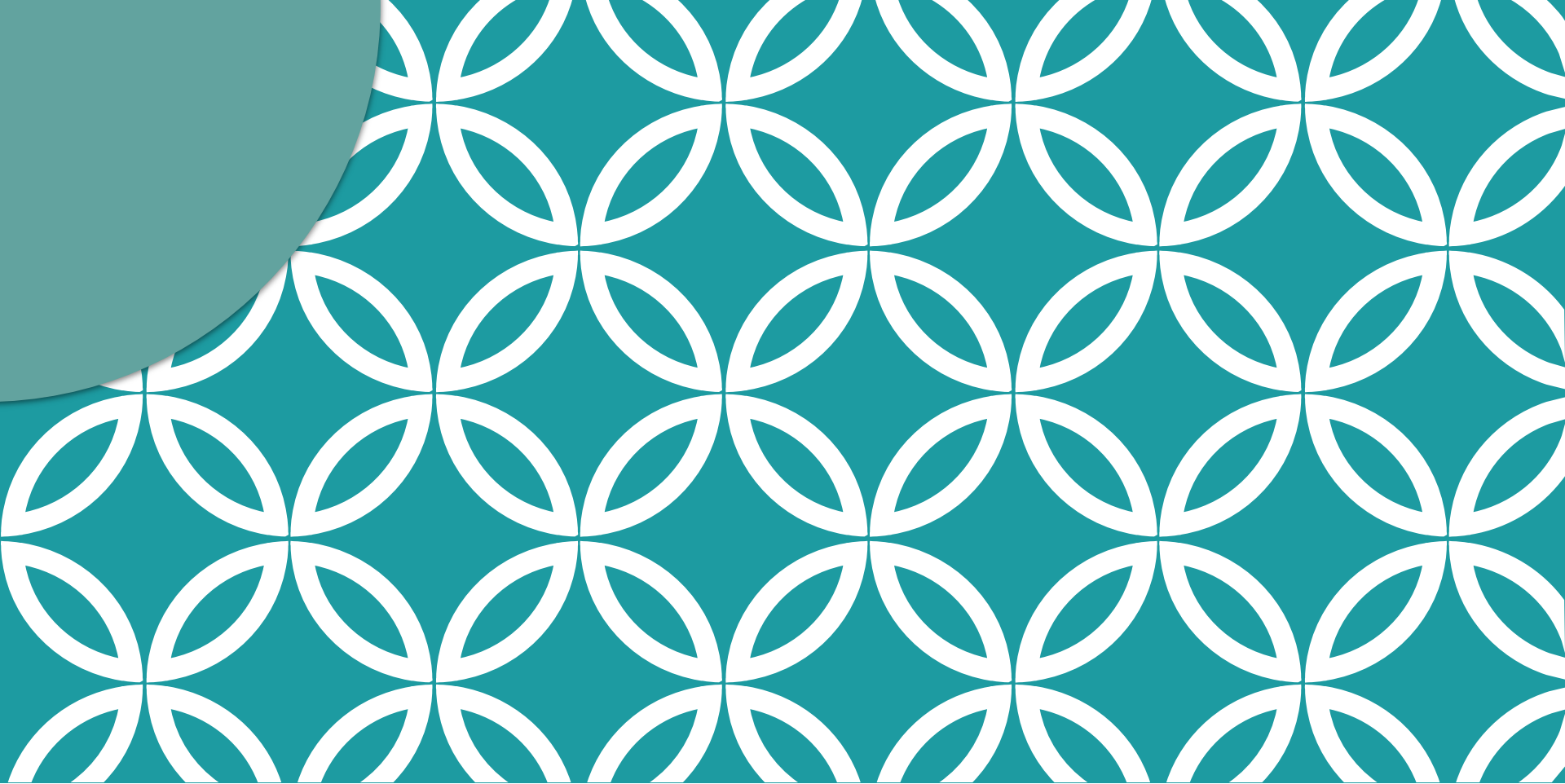
MENTORSHIP IS A RELATIONSHIP IN WHICH A MORE EXPERIENCED OR MORE KNOWLEDGEABLE PERSON HELPS TO GUIDE A LESS EXPERIENCED OR LESS KNOWLEDGEABLE PERSON. THE MENTOR MAY BE OLDER OR YOUNGER THAN THE PERSON BEING MENTORED, BUT THEY MUST HAVE A CERTAIN AREA OF EXPERTISE



**WHAT DOES A MENTOR DO?
WHAT SHOULD I EXPECT FROM A
MENTORING RELATIONSHIP?**

What Does a Mentor Do? What Should I Expect?

- Teacher train, tutor, instruct, answer questions
- Coach guide, advise, provide feedback
- Protector provide support, act as a buffer, advocate for
- Sponsor open doors, provide exposure, create opportunities
- Challenger provide stretch assignments
- Role Model share wisdom, show by example, and demonstrate competence and capability
- Supporter provide acceptance, validation, affirmation, emotional and moral encouragement
- Friend convey care, concern, kindness, and compassion



**HOW DO I CHOOSE A
MENTEE/MENTOR?**

What Should I Look For in a Mentor?

Choosing

- Seek out someone with a similar area of focus
- Watch, listen, and learn about the professional (e.g., knowledge, competence, track record of mentoring) and personal (e.g., emotional intelligence, insight, availability, productivity) characteristics of people who could potentially fill the role
- Evaluate interpersonal and professional interaction and dynamics

Interactions

- Create opportunities for informal interaction
- Utilize your interactions regarding formalizing the mentorship relationship to guide how you structure the relationship

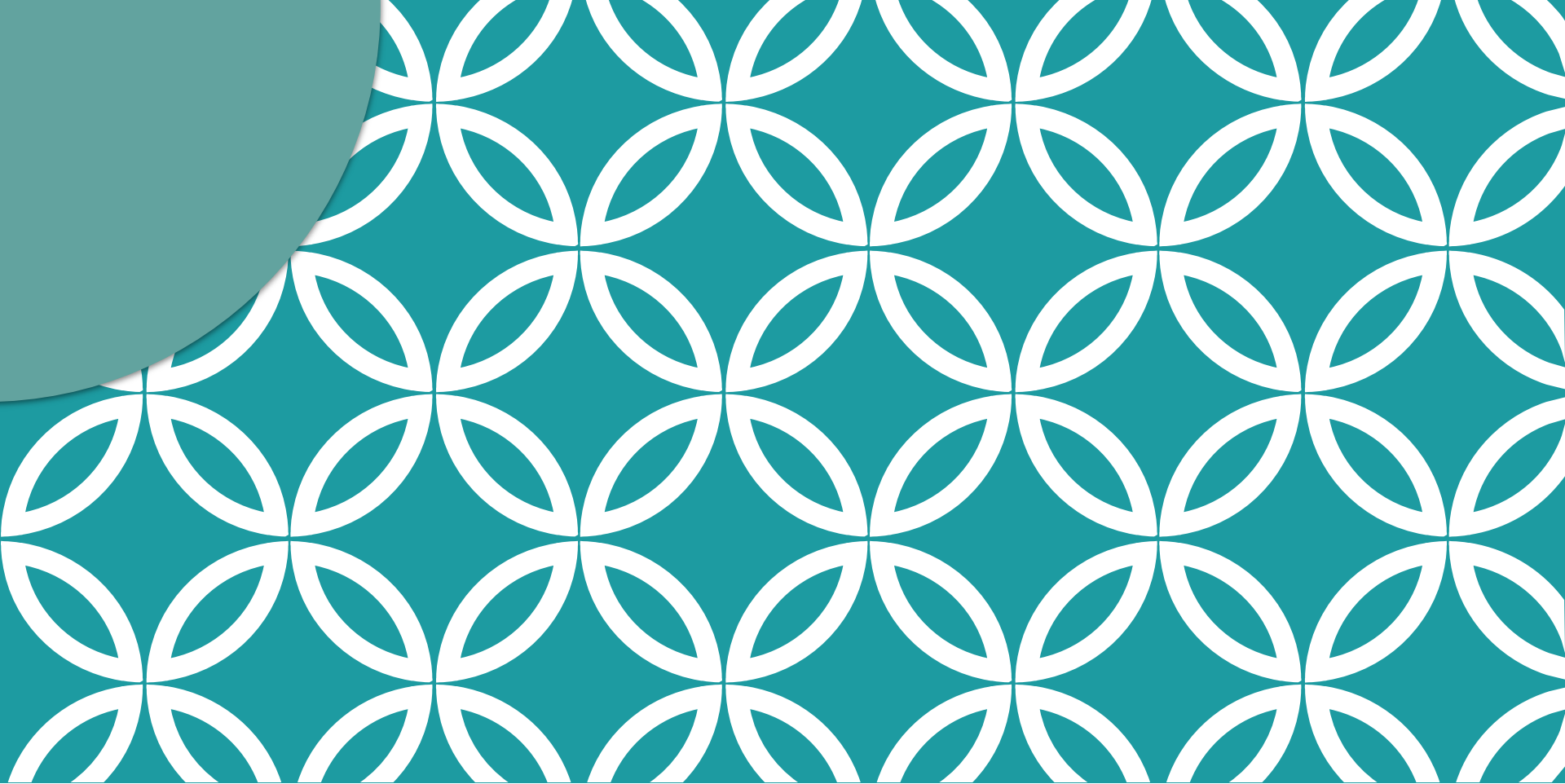
What Should I Look For in a Mentee?

Choosing

- Someone who is “like me”; relational attraction; and shared experiences, assumptions, values, and expectations
- Competence and potential
- Organizational fit
- Payoff downstream (pride in protégé’s accomplishments)

Expectations

- Willing to assume responsibility for own growth and development
- Ambitious, self-motivated, and independent
- Proactive and take initiative
- Persevere in the face of challenges
- Are interested in new experiences, assignments, and challenges

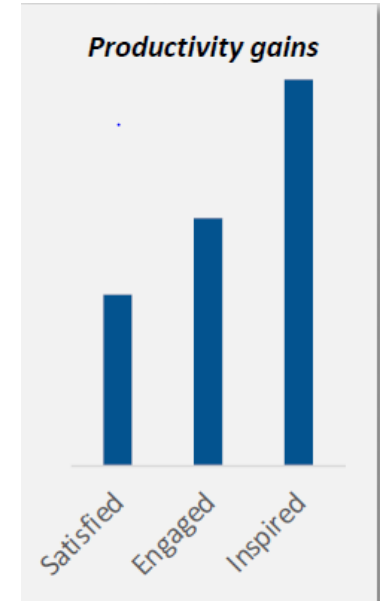


**HOW DOES A MENTOR
RELATIONSHIP BENEFIT BOTH
PARTIES?**

Driving Engagement

Gallup estimates that actively disengaged employees cost the U.S. \$450-\$550 billion in lost productivity per year.

- In 2018, they reported that 34% of employees are engaged at work.
- Engaged employees are nearly 50% more productive than satisfied employees, and inspired employees are more than twice as productive.



A Deloitte study shows that the five most important elements in driving engagement are:

Meaningful Work

Trust in Leadership

Growth Opportunities

Hands on Management

Positive Work Environment

Recruiting & Retaining Millennials

Make work fun. Create a place where they want to work

Offer a clear career roadmap

Learn and evolve

Cultivate a supportive environment

Mentorship is especially valued by millennials

Best mentoring practices incorporate both traditional and reverse mentoring



Tips on Receiving Reverse Mentorship

- Show up with clear goals on what you would like to learn and discuss
- Be humble and willing to embrace new knowledge
- Explore new technology and social media together
- Discuss what you look for in leadership, what motivates you, and how you measure success



The ROI of Mentoring

- The lessons you teach are a good reminder for yourself. Mentorship forces you to step back and gain perspective
- Mentees can teach you something too
- Mentorship grows leadership capacity



References

1. Kaslow, Nadine J., Ph.D., ABPP “Choosing a Mentor and Being a Mentee”
2. <https://news.gallup.com/businessjournal/162953/tackle-employees-stagnating-engagement.aspx>
3. <https://news.gallup.com/poll/241649/employee-engagement-rise.aspx>
4. <https://hbr.org/2015/12/engaging-your-employees-is-good-but-dont-stop-there>
5. <https://www2.deloitte.com/be/en/pages/human-capital/articles/2019-human-capital-trends.html>
6. Forbes Business Development Council (May 2018) Seven Ways to Recruit and Retain Millennials in Today’s Job Market
7. Twomentor: Understanding the ROI of Workplace Mentoring Initiatives P.15
8. [https://www.inc.com/peter-economy/the-millennial-workplace-of-future-is-almost-here-these-3-things-are-about-to-change-big-time.html#:~:text=By%202020%2C%20Millennials%20\(those%20born,of%20their%20entire%20employee%20base.](https://www.inc.com/peter-economy/the-millennial-workplace-of-future-is-almost-here-these-3-things-are-about-to-change-big-time.html#:~:text=By%202020%2C%20Millennials%20(those%20born,of%20their%20entire%20employee%20base.)
9. <https://artofmentoring.net/reverse-mentoring/>
10. <https://hbr.org/2019/10/why-reverse-mentoring-works-and-how-to-do-it-right>
11. Lyman, Alex (June 2016), It’s a two-way street: Four ways mentoring benefits the mentor. Huffington Post
12. Johnson, W. Brad / Ridley, Charles R. 2004, “The Elements of Mentoring”