ANUW Mentoring Training with Elizabeth Gabel & Priscilla McInerney

Tuesday, Feb 9th
12-1 PM CST via Zoom
Mentorship Pair in 2020

Elizabeth Gabel
MENTOR
(1st Year)

Priscilla McInerney
MENTEE
(1st Year)

SHARED INTERESTS:
Art
Graphic Design
Sales
Marketing
Higher Education
Master's Education
IMC

Graduate Program Assistant
Math Department

Program Coordinator
EPICS

ANUW Mentoring Training
Committee Partners in 2021

Elizabeth Gabel
CO-CHAIR
(1st Year)

Priscilla McInerney
COMMITTEE MEMBER
(1st Year)

SHARED GOALS:
• IMC Master's Program
• ANUW Mentoring Committee Members
• Mentoring Communications Team

Elizabeth Gabel
Graduate Program Assistant
Math Department

Priscilla McInerney
Program Coordinator
EPICS
Mentorship Benefits | WHY MENTORING MATTERS

MENTORING

- DREAMS
- GOAL
- TRAINING
- MOTIVATION
- ADVICE
- SUPPORT
- COACHING
- DIRECTION
- SUCCESS
- CONNECT/NETWORK
Mentorship Benefits

WHY BE A MENTOR OR MENTEE?

TOP 10
BENEFITS OF MENTORSHIP

- 39% Helped improve my confidence
- 20% Helped me get a promotion
- 20% Helped me overcome a setback
- 18% Helped me deal with a difficult colleague
- 18% Helped me with a job application
- 16% Helped me develop my planning skills
- 15% Helped me improve my work-life balance
- 15% Suggested a new career path

MORE INFO: https://sylviabaldock.com/2019/06/the-magic-of-mentoring/
SUCCESS!
BLOOMING IN ADVERSITY

THEME FOR ANUW MENTORING 2021
NURTURE YOUR MENTOR PARTNERSHIP
Cultivation: Agreement on Structure and Objectives

- Frequency of meetings
- Key responsibilities & needs
- Confidentiality
- Mutual expectations & goals
- Measures of success & progress

Relationship A High Priority
Mentorship Skills

THE MENTORING SKILLS MODEL

SHARED CORE SKILLS

- Acquiring Mentors
- Learning Quickly
- Showing Initiative
- Following Through
- Managing the Relationship
- Listening Actively
- Building Trust
- Encouraging
- Identifying Goals & Current Reality
- Instructing/Developing Capabilities
- Inspiring
- Providing Corrective Feedback
- Managing Risks
- Opening Doors

MENTEE-SPECIFIC SKILLS

MENTOR-SPECIFIC SKILLS
# Mentorship Styles

## WHAT STYLE WORKS FOR YOU?

<table>
<thead>
<tr>
<th>MEETING AVAILABILITY</th>
<th>COMMS STYLE</th>
<th>GOAL SETTING &amp; ACHIEVEMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Once a Week</td>
<td>Email, Phone, Zoom, Teams, Text, Slack</td>
<td>No Goals - &quot;Freestyle&quot;</td>
</tr>
<tr>
<td>Bi-Monthly</td>
<td></td>
<td>One large Goal</td>
</tr>
<tr>
<td>Once a month</td>
<td></td>
<td>A few smaller Goals</td>
</tr>
</tbody>
</table>
Mentorship Troubleshooting

What are some roadblocks you may face:

- Conflict of Interests
- Ego/Fear of being wrong
- Reluctance to Engage
- Lack of Direction
- Lack of Trust
- Fear of Being heard/valued
Mentorship Troubleshooting

Steps to Help Overcome Potential Setbacks

**Fixed Mindset**
The belief that skills, intellect, and talents are set and unchangeable

**Growth Mindset**
The belief that skills, intellect, and talent can be developed through practice and perseverance

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1. **Desires**
   - I want to learn new things, I'm eager to take risks
2. **Skills**
   - Is this really my best work, are there ways to improve?
3. **Effort**
   - I know this will help me even if it's difficult
4. **Setbacks**
   - I'll use another strategy, my mistakes help me learn
5. **Feedback**
   - I recognize why weaknesses and know what to fix.
6. **Peers**
   - I wonder how they did it? Let me try to figure it out

---

**The Growth Mindset**

1. I want to learn new things, I'm eager to take risks
2. Is this really my best work, are there ways to improve?
3. I know this will help me even if it's difficult
4. I'll use another strategy, my mistakes help me learn
5. I recognize why weaknesses and know what to fix.
6. I wonder how they did it? Let me try to figure it out
Mentorship  TEAMWORK MAKES THE DREAM WORK
Mentorship Outcomes

BLOSSOM TOGETHER
ANUW MENTORING 2021
Blooming in Adversity
CALENDAR & THEMES

March
Plant Roots
KICKOFF MIXER
EVENT #1

April
Nurture
DREAMS & GOALS
EVENT #2

May
Growth
GOAL ACHIEVEMENT
EVENT #3

June
Flower
GOAL ACHIEVEMENT
EVENT #4

July
Blossom
CELEBRATION & REWARDS
EVENT #5

August
Network
CONNECT & SHARE

*Plant Roots: KICKOFF MIXER
*Nurture: DREAMS & GOALS
*Growth: GOAL ACHIEVEMENT
*Flower: GOAL ACHIEVEMENT
*Blossom: CELEBRATION & REWARDS
*Network: CONNECT & SHARE

Events:
- Event #1: KICKOFF MIXER
- Event #2: DREAMS & GOALS
- Event #3: GOAL ACHIEVEMENT
- Event #4: GOAL ACHIEVEMENT
- Event #5: CELEBRATION & REWARDS

Themes:
- Plant Roots
- Nurture
- Growth
- Flower
- Blossom
- Network
Our Story  WHAT WORKED FOR US

• Meeting frequently
• Shared document to work on goal setting and useful resources
• Honesty
• Open communication
Our Mentorship Timeline & Cycle

**PLAN:** Meet once a week via Zoom for 1 to 2 hours

- **2 WEEKS**
- **2 WEEKS**
- **2 WEEKS**
- **WEEKLY**
- **WEEKLY**

**INTRODUCTIONS**

**PRESENT SITUATION**

**DREAMS & DISCOVERIES**

**GOALS & DEADLINES**

**ACHIEVEMENTS**

**TRUST**

**HONESTY**

**OPENNESS**

**COMMITMENT**

**CELEBRATION**
### Our Mentorship Methodology

<table>
<thead>
<tr>
<th>STEPS</th>
<th>INTRODUCTIONS</th>
<th>PRESENT SITUATION</th>
<th>DREAMS &amp; DISCOVERIES</th>
<th>GOALS &amp; DEADLINES</th>
<th>ACHIEVEMENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>TOOLS</strong></td>
<td>• ANUW Mentoring Leadership</td>
<td>• Current Work</td>
<td>• Likes</td>
<td>• Short Term</td>
<td>• Rewards for Achievements</td>
</tr>
<tr>
<td></td>
<td>• ANUW Meeting</td>
<td>• Educational History</td>
<td>• Dislikes</td>
<td>• Middle Term</td>
<td>• New Goals</td>
</tr>
<tr>
<td></td>
<td>• First Face-to-Face via Zoom</td>
<td>• Family</td>
<td>• Ideal Jobs</td>
<td>• Long Term Goals</td>
<td>• Cyclical Process</td>
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<tr>
<td></td>
<td></td>
<td>• Community Ties</td>
<td>• Ideal Careers</td>
<td>• Weekly Progress</td>
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<tr>
<td></td>
<td></td>
<td>• Commitments</td>
<td>• Contacts</td>
<td>• Color-Coded Deadlines</td>
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<tr>
<td></td>
<td></td>
<td>• Other Experiences</td>
<td>• Creative Ideas</td>
<td>• Updated as needed</td>
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<tr>
<td><strong>STEPS</strong></td>
<td>• ANUW Mentoring</td>
<td>• Resume</td>
<td>• Personality Quizzes</td>
<td>• Google Sheets</td>
<td>• Google Sheets</td>
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<tr>
<td></td>
<td>Written Materials</td>
<td>• Achievements</td>
<td>• Career Quizzes</td>
<td>• Google Docs</td>
<td>• Google Docs</td>
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<tr>
<td></td>
<td>&amp; Questionnaire</td>
<td>• Degrees</td>
<td>• VET Tracker - “Vision and Execution</td>
<td>• Zoom Meetings</td>
<td>• Zoom Meetings</td>
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<tr>
<td></td>
<td>• Zoom</td>
<td>• Hobbies</td>
<td>Tracker” by NU Faculty, Verinder Syal</td>
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<tr>
<td></td>
<td>• ANUW Meeting</td>
<td>• Certificates</td>
<td>• Job Sites</td>
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<td></td>
<td>and Prep Materials</td>
<td>• Skills</td>
<td>• Google Sheets</td>
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<td></td>
<td></td>
<td>• LinkedIn</td>
<td>• Google Sheets</td>
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</tbody>
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#### Achievements
- Rewards for Achievements
- New Goals
- Cyclical Process

#### Steps
- ANUW Mentoring Leadership
- ANUW Meeting
- First Face-to-Face via Zoom
- ANUW Mentorship Written Materials & Questionnaire
- Zoom
- ANUW Meeting and Prep Materials

#### Tools
- ANUW Mentoring Leadership
- ANUW Meeting
- First Face-to-Face via Zoom
- ANUW Mentorship Written Materials & Questionnaire
- Zoom
- ANUW Meeting and Prep Materials

#### Trust
- ANUW Mentoring Leadership
- ANUW Meeting
- First Face-to-Face via Zoom
- ANUW Mentorship Written Materials & Questionnaire
- Zoom
- ANUW Meeting and Prep Materials

#### Honesty
- ANUW Mentoring Leadership
- ANUW Meeting
- First Face-to-Face via Zoom
- ANUW Mentorship Written Materials & Questionnaire
- Zoom
- ANUW Meeting and Prep Materials

#### Openness
- ANUW Mentoring Leadership
- ANUW Meeting
- First Face-to-Face via Zoom
- ANUW Mentorship Written Materials & Questionnaire
- Zoom
- ANUW Meeting and Prep Materials

#### Commitment
- ANUW Mentoring Leadership
- ANUW Meeting
- First Face-to-Face via Zoom
- ANUW Mentorship Written Materials & Questionnaire
- Zoom
- ANUW Meeting and Prep Materials

#### Celebration
- ANUW Mentoring Leadership
- ANUW Meeting
- First Face-to-Face via Zoom
- ANUW Mentorship Written Materials & Questionnaire
- Zoom
- ANUW Meeting and Prep Materials
Our Mentoring Tools Overview

**Google Drive**
- Spreadsheet
- Documents

**Discovery Tools**
- Vet Tracker
- 16 Personalities
- Career Fitter

**Online Learning**
- Udemy
- LinkedIn Learning
- Webinars, Conferences

**Guidance Resources**
- Ikigai (Holistic Guidance)
- Books, Podcasts, Ebooks
- Contacts/Connections
- Anuw Resources
Priscilla's Mentee Success Story

Before
- Wanted to improve in goal setting
- Bounce ideas with someone
- Lack direction in professional journey

Now
- Tools and Resources to keep track of my goals
- Pursuing Master's degree!
- A new connection at the University
Q & A
Applications & Info Slides

APPLY & LEARN MORE HERE:
https://www.anuw.northwestern.edu/mentoring-program/

Thank you for viewing this presentation!