

## Mentoring

### A Guide to Successful Mentoring

Paul Harris, OD  
Mentor to team 1727 Rex  
Dulaney High School  
Cockeysville, MD

## Mentoring Definition

- A wise, trusted advisor
- A teacher
- A coach
  
- Mentoring is passing along wisdom

## A Mentor is

- Someone who helps someone else learn something that the learner would not have learned well or completely otherwise.
- Someone who helps us learn the ways of the world, someone who has our best interest at heart.
- A friend who give time and knowledge without asking for anything in return.

## Mentoring is:

- Being a facilitator
- Being a catalyst
- Insight
- Compassion
- Trust
- Good and fun times

### Mentoring is not:

- Power
- Greed
- Smart comments, clever quips, lectures
- Something to put on your resume
- A burdensome task
- My way is the only/right way

### Qualifications of a protégé

- Commitment to self improvement
- Receptive to feedback and coaching
- Actively seeks challenge and greater responsibility
- Goal oriented
- Willing to assume responsibility for own growth and development

### Benefits of being a protégé

- Improves career satisfaction
- Enhances overall sense of well-being
- Increases your level of commitment and loyalty
- Increases your successes and productivity

### Qualifications of a mentor

- Interest in others growth and development
- Strong interpersonal skills
- Organizational knowledge
- Technical competence
- Patience

## Benefits of becoming a mentor

- Carries on your legacy
- Keeps you sharp
- Encourages creativity
- Forced to set an example, thereby enhancing performance
- Provides the opportunity to “get by giving”

## Evolution of the relationship

- Stage 1: get acquainted and clarify common interests, shared values, and professional goals.
- Stage 2: communicate initial expectations and agree on some common procedures and expectations as a starting point
- Stage 3: Gradually needs are fulfilled and objectives met. Professional growth takes place. New challenges may emerge. This is the longest stage.
- Stage 4: Relationship evolves to colleagues, peers, partners, friends.

## The “Do’s” of Mentoring

- Remain flexible and open to new concepts and work to facilitate the students articulation of what they want to do and their understanding of the technical aspects of their actions as well as the potential effects on all other aspects of the team.

## More “Do’s”

- Provide the student with potential alternatives of viewing a problem if at first their understanding appears too narrow.
- Help the student see the potential pitfalls in a particular approach to a problem.
- Help them understand that certain types of solutions may be dependent on more underlying knowledge and help them find appropriate resources.

### A few more "Do's"

- Always find something positive to say!
- Always be collegial and respond to the student as you would want to be responded to yourself.
- Search for ways to critique the student in a manner that facilitates understanding, growth, and development.

### A few "Don'ts"

- Don't impose your views.
- Don't give the student your answer.
- Don't guide them to a position where they must accept your answer.
- Don't dissuade them from a point of view if they have been able to make it work operationally. Help them articulate in an understandable way.
- Don't position yourself as better by being negative or critical.

Congratulations!