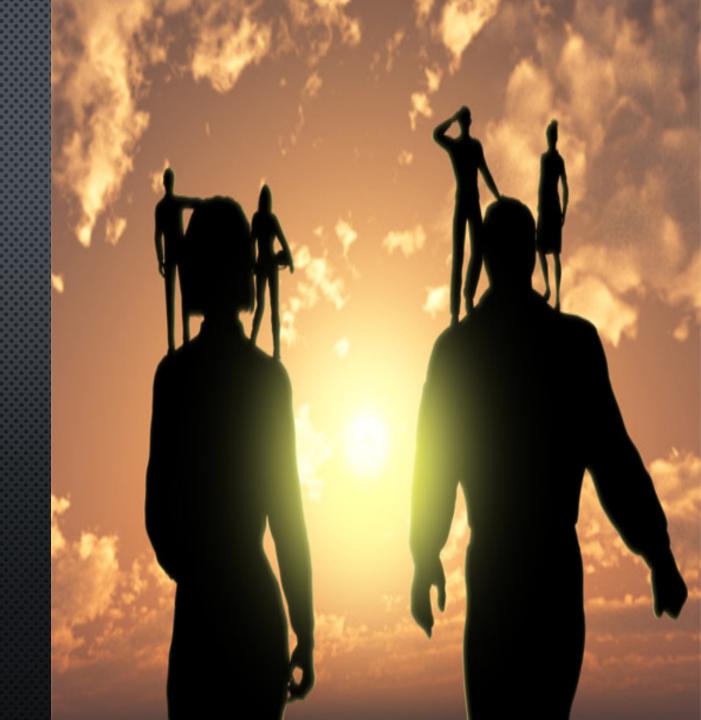
# MENTORS

- HAVE THEM
- BE ONE

IF YOU HAVE SEEN FURTHER,
IT IS BY STANDING ON THE
SHOULDERS OF GIANTS.

ISAAC NEWTON

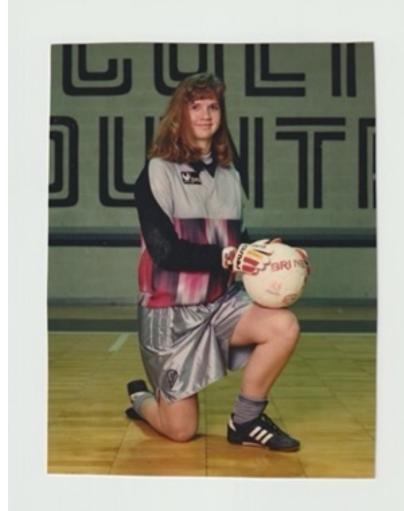


## MENTORING STATISTICS

- 71% of Fortune 500 companies have mentoring programs
- OF THOSE WITH A MENTOR, 97% SAY THEY ARE VALUABLE
- YET ONLY 37% OF PROFESSIONALS HAVE A MENTOR
- 89% of those who have been mentored will go on to mentor others







## 3 WAYS TO A THRIVING MENTORSHIP

## GET AND KEEP A MENTOR

- 1. ASK FOR THE FIRST MEETING
- 2. ACTIVATE THE RELATIONSHIP
- 3. MAINTAIN IT IN A MEANINGFUL AND SUSTAINABLE WAY

## MENTORING DEFINITION

- 15 different definitions and some are in direct conflict with each other
- 4X MORE ABOUT MENTOR THAN THE MENTEE
- MENTORING IS A RELATIONSHIP NOT A BEHAVIOR
- BIDIRECTIONAL LIKE DATING

#### MENTEE

# WHERE ARE YOU NOW? WHERE DO YOU WANT TO BE?

- VULNERABLE
- OPEN-MINDED
- RECEPTIVE

#### TYPES OF MENTORS

- WORLDVIEW MENTOR
- STREET VIEW MENTOR
- TIME MACHINE MENTOR
- STEALTH
- CATEGORICAL

## WHAT DOES MENTORSHIP LOOK LIKE?



## THREE PHASES OF MENTORSHIP

- 1. Unconscious mentorship
- 2. Conscious mentorship
- 3. Creating consciousness

## UNCONSCIOUS MENTORSHIP

## PRESET MENU

- GOOD EXAMPLES
- BAD EXAMPLES
- REALLY GOOD BAD EXAMPLES

## CONSCIOUS MENTORSHIP

## INFORMAL

- Network; friendtors
- SOCIAL MEDIA, WEBSITES, PODCASTS
- BOOKS, MAGAZINES, MOVIES, TELEVISION SHOWS
- MUSIC, ART
- MOTIVATIONAL SPEAKERS
- News mediums
- BIBLE, CHURCH

## CONSCIOUS MENTORSHIP

# FORMAL MENTORSHIP

- EXAMPLES
- DIRECTORS
- SPONSORS





#### FORMAL MENTORSHIP

- YOU ARE THE DRIVER
- Zero the responsibility anyone has for your development
- CLOSED MOUTHS ARE NOT FED

## CREATING CONSCIOUSNESS

Mold Teach Reach

## **MENTORS**

- MENTORS SPEAK IN INVITATIONS
- NOT ALL GOOD MENTORS ARE IN THE SAME FIELD
- HAVE A PLAN
- ENCOURAGING; PRAISE CHOICES AND BEHAVIORS NOT NATURAL TALENTS
- BRING CORRECTION AND INSTRUCTION WHEN NEEDED
  WITH KINDNESS

### MENTORING

- IT IS COMPLICATED
- THE RELATIONSHIP DOESN'T ALWAYS WORK
- IT NEEDS TO BE RECIPROCAL; WE NOT ME
- When it does work, it can be magical for both

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