

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



19 - Troy Youth Soccer League - 81
Troy, Michigan



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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