

Mentoring Basics

New England Aquarium

January 18, 2007



What is mentoring?

Mentoring is a structured and trusting relationship that brings young people together with caring individuals who offer guidance, support and encouragement aimed at developing the competence and character of the mentee.

Created within formal and informal frameworks

What's involved?

- Time commitment and length of relationship varies by program
- Programs often have special focus (e.g., workplace preparation)
- CORI as screening tool is standard
- Special elements determined by program
- Generally unpaid

A mentor is not...

- A parent/legal guardian
- A social worker
- A psychologist
- An ATM

**The experience is worth
the time and effort...**

96% of those who mentor
would recommend it to others.

Benefits to you...

- Ability to make a significant, lifetime difference
- Better understanding of youth
- Pride in work/career choice
- Enhanced camaraderie with coworkers
- Positive feelings about employers

Benefits to child...

- Increased personal development (72%)
 - self confidence
 - relationships
 - future
- School-related improvements (64%)
 - attendance
 - grades
- Decrease in high-risk behavior (63%)

Primary tasks of a mentor

Establish a positive, personal relationship

- Establish mutual trust and respect.
- Act as a coach and positive role model.
- Maintain regular interaction/consistent support.
- Make meetings beneficial and enjoyable.

Primary tasks (cont.)

Help with development of skills

- Work to accomplish specific goals (e.g., educational, personal, etc.)
- Steer child to resources, if needed.
- Avoid acting as a counselor; be a friend.

Workplace Support

- Screening, training, scheduling
- Identification of **engaged** mentees (\$ or no \$)
- Mentee training & matching; parent buy-in
- Guidance on how to best engage mentees at Aquarium
- Organized, structured activities (lg. group or pairs)
- Ongoing administration/troubleshooting
- Feedback loop/formal evaluation