

Mentoring 101

t h i n k i n g



What is Peer Mentoring?

- A mutual relationship between a more experienced person (mentor) and a new or less experienced person (mentee).
- The mentor teaches, guides, supports (and even learns) from the mentee as s/he transitions into a new role or develops new skills.

Who Benefits from Peer Mentoring?

There are benefits of peer mentoring for mentors and mentees:

Benefits for Peer Mentors:

- Peer mentors develop professional networks and friendships through their participation in mentoring programs.
- Peer mentors develop social and leadership skills through their participation in mentoring programs.
- Peer mentors benefit from intrinsic benefits such as the satisfaction of helping new students transition to a new academic environment.
- Peer mentors may be paid or may receive other benefits such as prioritized registration, course credit and/or references.

Who Benefits from Peer Mentoring?

There are benefits of peer mentoring for mentors and mentees:

Benefits for Mentees:

- The relationship between mentors and mentees could result in mentees having a sense of being connected to the larger community where they may otherwise feel lost.
- Peer mentoring may help mentees adapt to a new academic environment more smoothly.
- Peer mentoring could improve student retention rates among mentees.
- Through the knowledge, experiences and resources shared by peer mentors, mentees can become better critical thinkers, self-advocates and future leaders.

Qualities of Successful Peer Mentors

- **Some qualities of successful peer mentors include, but are not limited to:**
 - Strong communication skills
 - Strong social skills
 - Good time management skills
 - Organizational skills
 - Respectful
 - Patient
 - Supportive
 - Empathetic
 - Acceptance of cultural differences

S.W.O.T. Analysis: Know Thyself

- ▣ Strengths, Weaknesses, Opportunities, Threats
- ▣ What type of relationship(s) do you hope to form with your mentee(s)?
- ▣ What are some potential challenges to establishing these relationships?
- ▣ What strategies can you implement to overcome these obstacles?

Developing Relationships with Mentees



- Programming (Peer Mentor/STEP/RA, etc.)
- Social Rounds (Residential)
- Community Meetings/Floor Meetings
- Attending meals, events, etc. with mentees
- Individual meetings with students
- Supporting them by attending their activities and events

Communication with Mentees



- Seek mentees out
- In-person connections with mentees
- Communication via email, social networking, etc.
- Social Rounds or face to face meetings
- Maintaining confidentiality
- Listen and observe
- Ask questions
- Suspend judgment
- Empower students to solve their own problems

Setting Boundaries: “Friendly vs. Friend”

- Hanging out with mentees: When is this okay?
- Accepting mentees as Facebook/Twitter friends
- Behaviors to avoid with mentees
- Appropriate relationships with mentees
 - ▣ Peer mentors are NOT parents, therapists/social workers, romantic partners, etc.)

Bringing it all Together...

- **Successful mentoring includes:**
 - Building and Maintaining Relationships
 - Communication
 - Setting and maintaining boundaries