

Mentorship that Matters

Training in Core Competencies



EMPATHY

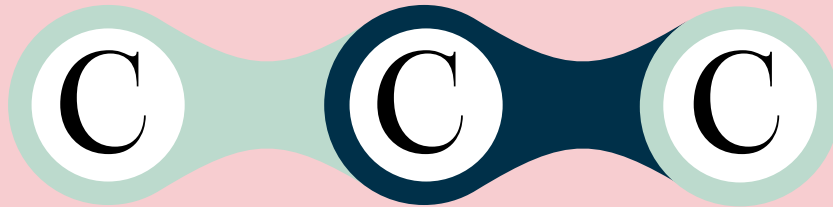


VULNERABILITY



LISTENING

Structure & Institutional Support



COMPATABILITY

CLEAR
EXPECTATIONS

COACHING



TARA OWENS ANTONIPILLAI, JD, MAPP

TARA@CULTIVATE.CENTER

WWW.CULTIVATE.CENTER



cultivate.



JORDANA CONFINO, JD

JORDANA@JORDANACONFINO.COM

WWW.JORDANACONFINO.COM



Mentorship that Matters

Example of Mentorship Program Description and Best Practices from JHU

- “The university solicits mentor candidate nominations from directors or managers, specifying that candidates must have a consistent track record of strong informal mentoring. Which mid-level to senior employees do new hires naturally gravitate to for advice and counsel? Who do junior employees consider to be the most generous, caring, and “safe” mentors of the moment? Which of these have the highest EQ, the best communication skills, and a track record for sponsoring rising stars to success? (Not sure who these folks are? Ask your junior employees.)
- A committee selects some of the best candidates from each division or department. For six months this cohort meets routinely for high-level mentor skill-building workshops and case discussions interspersed with lunches featuring consultation with subject matter experts, visits from senior leaders reinforcing the organization’s commitment to a mentoring culture, and discussions about leveraging mentoring to accelerate diversity, equity, and inclusion.
- Following this training, Master Mentor certificates are issued — and noted in each graduate’s personnel file — and these mentors now deliberately take on a greater share of the mentoring load in their workplaces.
- Each year a new cohort of mentors is selected and trained, gradually permeating the organization with outstanding mentors.”

Mentor Training Prompts

EMPATHY

VULNERABILITY

LISTENING

Modeling Vulnerability

Tell your partner about a time you encountered a significant setback or struggle in the workplace, but ultimately overcame it.

How did you do it?

What resources (internal and external) did you draw on?

How did you feel as you struggled?

Once you succeeded?

Practicing Empathy

1. Invite mentors to write down something they are currently struggling with that no one would know about just by looking at them
2. Shuffle and anonymously redistribute responses
3. Ask each mentor to share another mentor's struggle as if it were their own
4. Invite all other mentors to listen and respond empathically as if the speaker were really sharing their own struggle

ROSE, THORN & BUD CHECK-IN

