

Mentoring

Intro/welcome

Supporting/training/ encouraging a younger/less experienced person learn about a job/life/career/other things

A 12 step sponsor is a type of mentor= role model for recovery/and humanity, I might add- that has the primary responsibility of helping the sponsee work the steps, helping create a relationship based on clarity/regular communication, shares experience/strength hope (rather than running another's life) and wont take advantage of the sponsee.

Poll- 5 minutes- Speaking from experience- let's poll you on mentoring....

10 minutes Humans and belonging/mentoring

Abraham Maslow(Hierarchy of needs- 1943 but revised overtime as late as 1987. American psychologist who created the theory of self actualization- he felt that while we were needing to meet our basic needs as humans we are not able to satisfy our higher needs (over time less rigid in his thoughts on this)

Today we will focus on belonging as we focus on the mentoring. Dr Dan Siegel a modern psychologist and mindfulness practitioner uses self compassion/mindfulness and relationship in his work. HE teaches that if we can develop a mindfulness practice and a sense of self compassion then we are better able to keep our compassion for others in tune. Last week Susan provided with tools to enhance our ability to be mindful and I encourage you to get the materials from her email her at susan@lapbc.com ... Dr Siegel also said many people think relationships are icing on the cake but they are the cake!" Like Maslow, Dr Siegel understands that when we have a sense of belonging we will thrive better. Humans do not survive and thrive as well without relationships and senses of belonging. IN fact he went to a worn torn country and saw that the villagers were doing fairly

well despite poverty. When asked, they told him that they are well because they belonged to each other.

What can a mentor do?

- Encourage connection
- Create and continue effective means of communication- You can help your mentee -ask for what they need; Foster a supportive relationship; Follow up after helping create healthy communication; Listen and ask questions to understand what the mentee/mentor are giving
- Follow through
- Align expectations
- Assess understanding
- Foster independence
- Promote professional development
- Coach/cheerlead
- Bring into the fold- foster belonging mentors can help the mentee find their voice –

Small Group break out- 11 minutes- Talk about a time when you were mentored or mentored effectively. What worked? If you were in a mentor relationship that wasn't as helpful as you would have liked, name at least one thing that you would change to have made it more effective.

15 minutes Group discussion on How to be an effective mentor?

By teaching/training/encouraging/modelling

By first being curious and learning about your mentee

Identifying-commonalities/differences-

Celebrater both!

Develop trusting relationships over time-

How to do it?

Holding space for another

Being open minded

Seeing them

Create a confidential/ethical space

Empathy

Listening Skills

Confidence instilling support

Finding commonality and bringing into the fold

Small Group BREAKOUTS if have time 10 minutes- What can you gain by being a Mentor?

Mentoring is a two way street- chronicle of evidence based mentoring-5 minutes

Lessons You Teach Are a Good Reminder for Yourself

Mentorship Forces You to Step Back and Gain Perspective

Mentees Can Teach You Something Too

Mentorship Grows Leadership Capacity in both parties- as you rise to the occasion as a leader and model it for the mentee

SAMPLE mentor program- The goals of the Indigenous Lawyers Mentorship Program of Law society are to:

- support the development of the knowledge, skills and attributes needed by Indigenous lawyers to be successful in their legal careers;
- assist Indigenous lawyers in developing strategies to mitigate common issues that arise for many Indigenous legal professionals.
- promote collegiality to expand and strengthen the professional networks of Indigenous lawyers; and
- foster the retention and advancement of Indigenous lawyers in BC.

Mentors play a vital role in the retention of Indigenous lawyers. They can help mentees develop knowledge and skills, as well as provide advice and guidance. Members should have the following attributes:

- membership in good standing in the Law Society of British Columbia, and not currently or previously subject to any citations;
- more than three years of call in any jurisdiction in Canada;
- established professional experience;
- effective communication skills; and
- an advanced understanding of issues related to the retention of Indigenous lawyers in British Columbia. It is not necessary that mentors have Indigenous ancestry.