

Mentoring Others



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Mentor



- Defined by the Merriam Webster dictionary as “a trusted counselor or guide”.
- Earliest reference is Homer’s friend Mentor in *The Odyssey*.

What is mentoring?



“A mentor is an experienced and trusted advisor.”—Minnesota Library Association.

“A mentor facilitates personal and professional growth in an individual by sharing the knowledge and insights...”—Arizona National Guard

“A mentor is someone who can patiently assist with someone’s growth and development in a given area.”—Chicago Computer Society

Roles a mentor may play



Assessor

Learner

Coach

Advocate

Collaborator

Facilitator

Trusted Listener

Problem Solver

Teacher

Resource

MENTOR

Pathways to mentoring



Types of Mentoring

Informal



FORMAL



Situational

Minute or flash

Co-mentoring

Virtual



Peer

Group



Characteristics of an Effective Mentor

**Excellent
communication
skills**

Respectful

Patience

Punctual

Flexible

Confidential

**Values continuing education and
professional development**

The logo for the Mentor Hall of Fame is an oval-shaped emblem. At the top center is a white five-pointed star. Below the star, the words "MENTOR" and "HALL OF FAME" are written in a white, serif, all-caps font. The background of the oval is a dark blue gradient. At the bottom of the oval, there is a stylized, golden-yellow silhouette of a city skyline with several tall buildings. The entire logo is set against a light blue and white checkered background.

**MENTOR
HALL OF FAME**

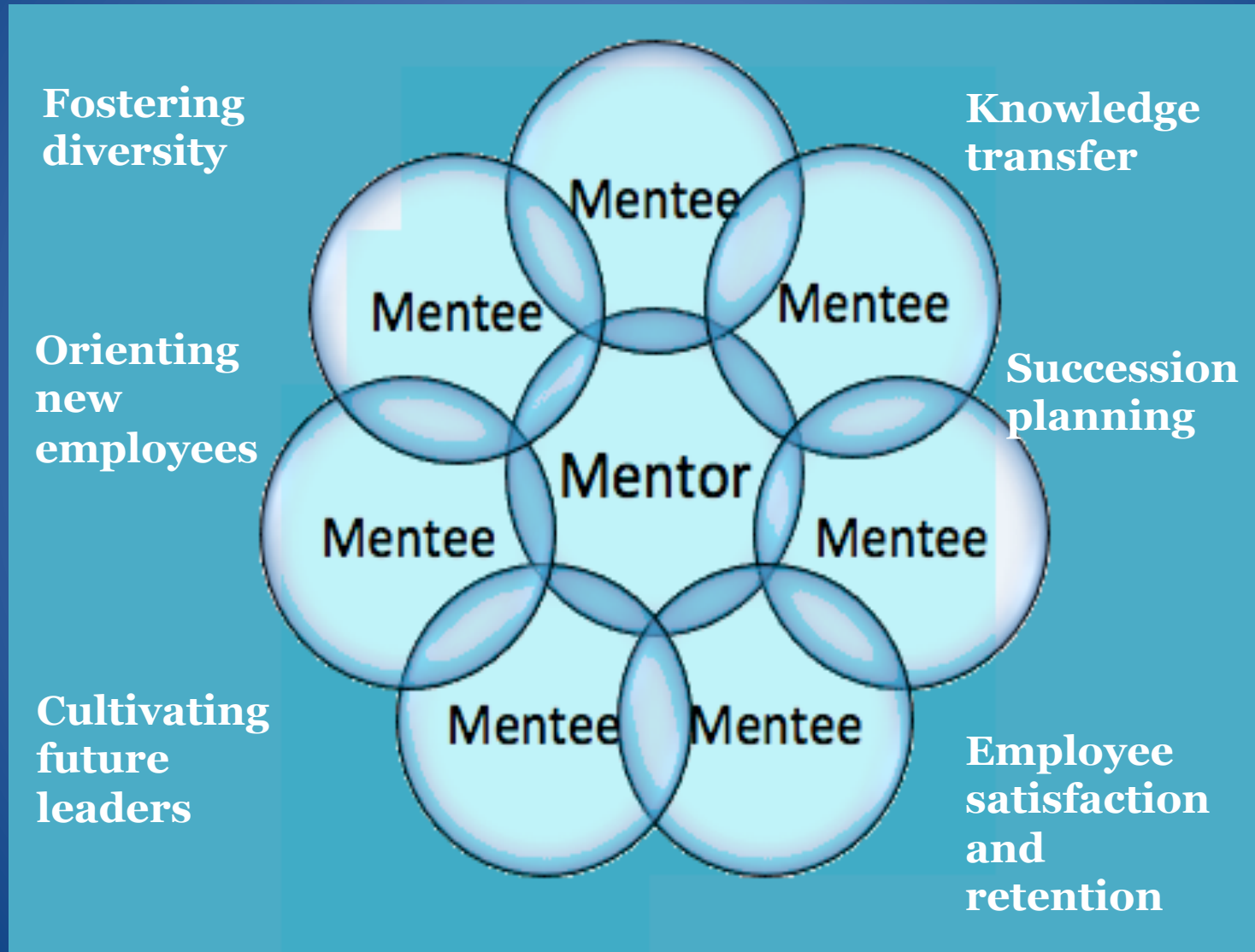
Who are potential mentees?



- **New employees**
- **New members of a professional organization**
- **Individuals identified for training and/or promotion**



Benefits of Mentoring...



Is being a mentor appropriate for you?

- Time
- Effort
- Interest
- Skills/Talents



Interacting with Your Mentee



- **In person**
- **Conference or organized event**
- **Videoconference**
- **Telephone**
- **Email**

- **Regular meetings**
- **Set time limits**

Setting Goals

A hand is shown holding a blue, 3D-style number '1' marker. The hand is positioned on the left side of the slide, with the thumb and index finger gripping the marker. The marker is pointing towards the first question.

1

What does your mentee want to achieve?

2

How can it be accomplished?

3

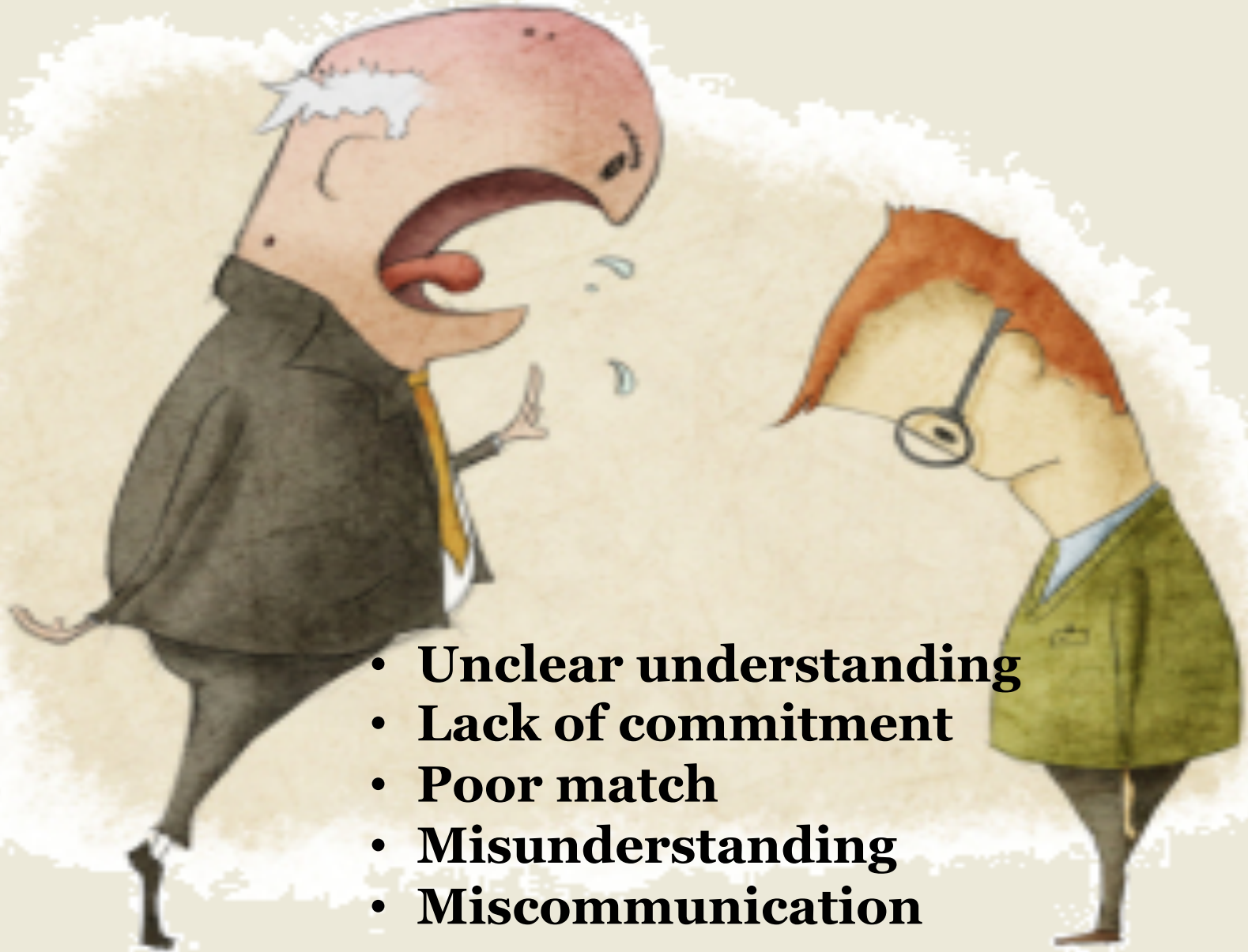
Long or short-term?

Developing an Effective Mentoring Relationship

- Empathy
- Rapport
- Dynamic and reciprocal
- Commitment
- Shared values
- Trust
- Respect



Barriers to Effective Mentoring



- **Unclear understanding**
- **Lack of commitment**
- **Poor match**
- **Misunderstanding**
- **Miscommunication**

Is it the end, or just the beginning?



- Next steps
- Continuing the relationship



Thank you!

Questions or feedback?
Contact me at
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Resources

- **ALA Mentoring resources: http://www.ala.org/educationcareers/mentoring/mentoring_and_recruitment_efforts**
- **Arizona State University Libraries, Academic Personnel: Online Resources for Mentoring: https://provost.asu.edu/academic_personnel/mentoring**
- **Steven Bell, “The next generation may not want your mentoring,” *Library Journal*, April 24, 2013, lj.libraryjournal.com/2013/04/opinion/leading-from-the-library/the-next-generation-may-not-want-your-mentoring-leading-from-the-library/#_**

Resources (continued)

- **Marta K. Lee, *Mentoring in the Library: Building for the Future* (Chicago: American Library Association, 2011).**
- **Audrey J. Murrell, “Five Key Steps for Effective Mentoring Relationships,” *Katz Quarterly* 1, no. 1 (2007).**
- **LibraryLinkNJ’s MentorNJ: <http://librarylinknj.org/MentorNJ>**
- **Julie Todaro, *Mentoring A to Z* (Chicago: ALA Editions, 2015)**