

Mentoring & Coaching Monthly

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**Institute Founder
& Executive Editor:
Nora Dominguez**

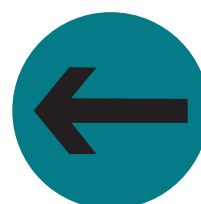
**Managing Editor:
Jaiden Torres**

**“You cannot teach a man anything. You can only help him discover it within himself”
— Galileo Galilei**



In This Issue

Welcome to the January 2021 issue of Mentoring & Coaching Monthly. In this issue, we take opportunity to appreciate our mentors for their support and encouragement. Mentors not only aid mentees in their professional endeavors, but they befriend and support their personal development. With a new year comes new resolutions and mentoring programs! Read about mentoring opportunities for aspiring CBOs and CFOs, and about Tuesday's Children Youth Mentoring Program. We also want to encourage you to listen to the new podcast from the National Academies of Science, Engineering, and Medicine (NASEM). We welcome the advice for new mentors and how to make the most of mentorship from Glassdoor, AAAS, and APA. Join us in celebrating mentoring with the New Year!



Editor's Letter

Welcome back to Mentoring & Coaching Monthly for our January issue! With the New Year comes new mentors who may need some advice when creating the most effective mentorship. AAAS and APA provide helpful tips to encourage communication and influence a successful mentorship, while Glassdoor provides great starting discussion topics.

Once a mentee passes a certain level, finding qualified mentors is challenging! Luckily, WACUBO is offering a year-long mentoring program for aspiring university and college CBOs and CFOs. Of course, mentoring is for all age groups, so Tuesday's Children has a Youth Mentoring Program for ages six to 18. Sign up to be a mentor or mentee with both WACUBO and Tuesday's Children.

Start the New Year off right and listen to the new podcast from NASEM, "The Science of Mentorship." January is National Mentor Month! Celebrate mentors and their achievements with MENTOR Partnership, NRMN, National Mentoring Resource Center, IMA, EMCC, Chronus, Mentor Collective, Harvard T.H. Chan School of Public Health, Wake Forest University, the Center for Mentoring Excellence, All Together, and Big Brothers Big Sisters. Thank you for joining us for the latest on mentoring and coaching!



Mentoring Programs



Higher Ups

Success and the failures of the past lead people to very high positions. But when you get to the top of the totem pole, who will mentor you? Mentorship in the highest level of corporations are not as frequent as within the beginning stages, so novice chief business officers (CBO's) and chief financial officers (CFO's) generally navigate the new responsibilities alone.

WACUBO is working with experienced CBOs and CFOs at colleges and universities to provide a mentoring service to aspiring men and women. The mentors and mentees match in a one-to-one, year-long program with the senior-level CBOs and CFOs. By channeling the mentor's knowledge and expertise, the mentee can improve their professional development and gain strength from their support.

Throughout the program, participants will partake in regular sessions, discussing leadership, development, transitions, networking, and branding within higher education. Sign up in January as a mentor or mentee by contacting the WACUBO's Mentoring Program Chair, Jennifer Williams.



WACUBO

Past Participants

Frequent Q&A

Mentoring Programs



Tuesday's Children's Mentoring

Youth mentoring programs help children and adolescence to grow, learn, and achieve greatness. Sometimes, the youth do not have role models or have experienced traumatic events and need help to navigate their emotions or redirect their life.

Tuesday's Children has a youth mentoring program designed to help the youth from ages six to 18 through bi-monthly meetings for at least one year where mentors can share their experiences, help mentees navigate situations, offer advice, and enjoy each other's company. Potential mentors undergo background and reference checks before completing training; then, they match with mentees based on interests, personality, and location.

Tuesday's Children partner with the National Mentoring Partnership, Dr. Jean Rhodes, and experts within the fields of grief, and child safety and development to ensure a meaningful and successful mentorship. The mentor and mentee meet twice a month for at least a year, participating in theater production, a movie, a meal, and volunteering activities supporting growth and aspirations. Please fill out the application today to join their e-mentoring or in-person program. If mentoring is not an option currently, consider donating to support Tuesday's Children Youth Mentoring Program.



[Tuesday's Children](#)

[Application](#)

[Donation](#)

Tips and Tricks

New Year, New Mentors

New Year's Resolutions are not uncommon; gym membership deals prove that people plan to start the year fresh. What if the chosen resolution was to become a mentor for the first time? Indeed, the new mentor would want a few pieces of advice to help the mentorship succeed.

Glassdoor author Jacqui Barrett-Poindexter, MRW, understands the anxiety of being a first-time mentor and has some advice to make a smooth transition from novice to expert in helping the mentees to develop a career plan and find their inspirations. Jacqui Barrett-Poindexter encourages prioritization, problem-solving, and accountability. Follow the link to see all of her suggestions and use them when starting a new mentorship.



[Read the article here](#)

[Author's LinkedIn](#)



Tips and Tricks

Effective Mentoring



AAAS

APA

Mentoring relationships are always evolving; whether they start as formal or informal, they continue to grow until the participants outgrow them. But what if the mentor has never had a mentee? How does the first conversation start?

The American Association for the Advancement of Science (AAAS) and the American Psychological Association (APA) have multiple overlapping suggestions to become an excellent mentor. Both AAAS and APA encourage active listening, respect, development, problem-solving, and appreciation for the mentee. Keeping open communication and emphasizing professional and personal growth are the foundations for successful relationships. AAAS suggests practicing what you preach and assessing individual mentoring strengths and weaknesses. AAAS also encourages mentors to provide useful, timely, and constructive feedback for the mentee's development. In addition, APA explains the difference between a mentor and a parent, doctor, or lawyer. Since many mentees need help developing coping mechanisms and navigating trauma, the mentor must find a balance for directing the mentee to a better-equipped professional or offering their experiences as examples.

AAAS and APA work to help mentors feel prepared for the mentoring relationship. Follow the links to see their full list of suggestions, explanations, and a few resources to aid the mentee as best as possible.

Insider's Look

Once a Mentee

Shawn Blanchard shares a quote by Sir Isaac Newton, “if you have seen farther, it is because you have been standing on the shoulders of giants.” He goes on to revise this quote within the mentoring context; rather than “seen farther,” he believes that “you” can “reach anything” when “standing on the

“to reach anything, you stand on giants to help others reach; [therefore] you must become a giant.”

shoulders of giants.” So, he says,

Shawn Blanchard proposes a framework of mentoring levels starting with unconscious mentorship, when the mentee does not pick the events within their life and has no control over the role models that teach them. Then comes conscious mentorship; this includes formal and informal mentoring relationships. Formal mentoring includes examples to watch, directors to instruct, and sponsors to encourage, while informal mentoring includes examples from every part of life, such as friends or entertainment.

Shawn Blanchard emphasize ‘beliving in your mentee’ throughout his talk. He said his mentor “believed” in him and understood his significant emotional events, being able to fill a void and reach him at his most vulnerable times. Blanchard asserts that ninety percent of mentees become mentors and encourages you to find a mentee and mentor him/her either formally or informally so they can go on to be the best versions of themselves.



[See the TedTalk here](#)

Insider's Look



We're excited to announce the release of the *The Science of Mentorship*, a new podcast from the Board on Higher Education and Workforce of the National Academies of Sciences, Engineering, and Medicine (NASEM).

In the first episode of The *#ScienceOfMentorship* podcast by The National Academies of Sciences, Engineering, and Medicine, biomedical engineer Dr. Gilda Barabino shares how she responded to a lack of mentorship, where she found support, and how she's creating inclusive environments within the STEMM ecosystem now.

In the second episode, Dr. Michael Summers shares how positive mentoring experiences led him to his current position, how he worked to provide access and opportunity through the Meyerhoff Scholars Program, and what he's doing to help other universities implement programs and practices to support marginalized students through academia and beyond into their STEMM careers.



[Listen to the podcast here](#)

This Month

National Mentor Month

January marks the start of a new year; however, it is also National Mentoring Month! National Mentoring Month raises awareness for all forms of mentoring, recruits new mentors, and encourages mentoring in companies that do not yet have mentoring programs.

Mentors can support children, inspire adolescence, aid in young adult professional development, and allow participants to reach their full potential. It is time to celebrate the beauty of mentorships by honoring mentors! Join the UNM Mentoring Institute, MENTOR Partnership, National Resource Mentoring Network (NRMN), National Mentoring Resource Center, International Mentoring Association (IMA), EMCC, Chronus, Mentor Collective, Harvard T.H. Chan School of Public Health, Wake Forest University, the Center for Mentoring Excellence, All Together, and Big Brothers Big Sisters, and so many more organizations as we celebrate mentors. Visit these websites and see the exciting celebrations they have planned!



MENTOR

NMRC

NRNM

Big Brothers Big Sisters

EMCC

Wake Forest University

Chronus

People Grove

IMA

All Together

Center for Mentoring
Excellence

Mentor Collective

Harvard T.H. Chan