



Mentoring & Coaching Monthly

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In This Issue

Welcome to the November 2020 issue of Mentoring & Coaching Monthly. In this issue, we will explore different mentoring instances and reflect on diversity and situational changes. November is a month to express our gratitude; join us in our campaign to be thankful for all the benefits we receive in our mentoring relationships! Read our featured article on how to support women to succeed in these uncertain times. Also, learn how to end a mentoring relationship in a constructive way. In an election year, mentees may express their political interests, and they should learn how to use their political voices. Learn strategies to engage in productive political conversations in this issue.

Editor's Letter

Welcome back to Mentoring & Coaching Monthly for our November issue! Thanksgiving Day has passed; help us recognize the mentors out there and ensure they feel appreciated. Mentors support, encourage, and aid mentees in following their ambitions and finding their inspirations. Every mentee should recognize their mentor or past mentors and remember how beneficial the mentorship is. A mentor can help a mentee become the best version of themselves, so encourage mentors to continue helping them thrive.



This edition addresses different challenges for mentors and mentees to overcome from the beginning of a mentoring relationship to its end. Knowing when a mentoring relationship has run its course can be hard to gauge and having some general guidelines will ensure a smooth transition to a different type of relationship.



We also look at how mentoring programs can encourage young mentees to use their political voice and share their thoughts and opinions. By allowing an open and honest conversation about political beliefs, the mentee can get a sense of the respect required to have a serious discussion.

Thank you for joining us for the latest about the mentoring world.

Mentoring Diversity

Mentors have an opportunity to support the youth who are politically active during these intense times of change. Mentors can create an inclusive environment where the mentees feel accepted despite their unique characteristics, encouraging them to elaborate on their thoughts and develop their self-awareness.

Big Brothers Big Sisters works to create such environments. In 2016, they established an LGBTQ friendly environment to discuss and educate people within and about the community. Likewise, they received the Social Justice Grant from the National Football League. This grant improved the bond with police officers and their “Sports Buddies” group.



Help mentees to break down systemic racism, influence inclusion, and strengthen mentoring bonds. Big Brothers Big Sisters and MENTOR emphasize the importance of acceptance and diversity within their mission statements and how they handle the Black Lives Matter Movement and LGBTQ related issues. Follow their example and help the youth feel appreciated by mentoring, donating, or creating accepting environments everywhere.



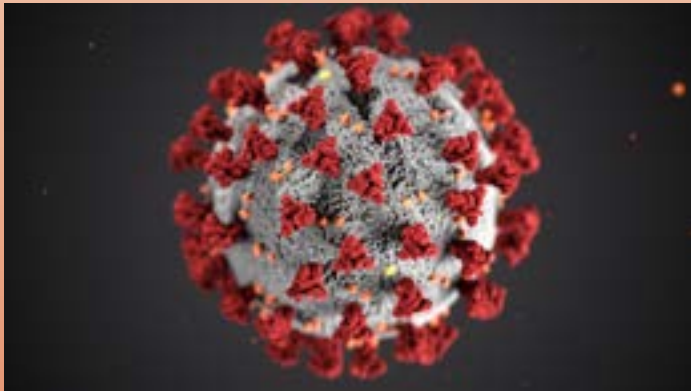
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A photograph of three women sitting at a table in a meeting. The woman on the left has curly hair and is looking towards the center. The woman in the middle is looking down at a notebook. The woman on the right has glasses and curly hair, and is looking towards the center. There is a laptop, a notebook, and a book on the table.

Mentoring Women Through a Pandemic



The pandemic's current events affect schools, jobs, and everyone's livelihoods; however, women are more likely to experience furloughs, layoffs, or other employment changes. Working mothers also have to balance childcare, workplace disparities, and feelings of isolation. All these factors are making career advancement for women even harder than before the pandemic.

Working in a virtual environment creates additional obstacles for women's success that virtual mentoring programs may alleviate. Mentors can assist in developing strategies to manage flexible schedules and childcare commitments. Virtual mentorship could also benefit working women through individualized interactions to increase engagement, motivation and productivity, making it a must in every organization.



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Opening Conversation

Mentoring relationships can redirect a young life, so it should start on the right foot. Topics discussed in the beginning stages of the mentorship set the tone of the entire relationship; therefore, they should include expectations, contact information, and meeting frequency. In both, formal and informal mentorship, establishing a clear communication connection is essential.

Maintaining open communication about objectives, schedules, and skills improves the mentoring relationship's success. Even small talk and simple check in's are encouraged. Intense and serious conversations do not need to be a part of every interaction; as long as the relationship grows more robust and personal, all communication should occur. When a new mentoring relationship develops, be upfront about expectations. Both, mentor and mentee must be clear about the outcomes they would like to see throughout the mentoring relationship. As the relationship continues, the objectives may change; therefore, the opening conversation topics should be revisited, making sure the relationship continues going in the right direction.

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Ending a Mentorship

Mentoring relationships are beautiful, beneficial, and vital for the growth of mentees. However, as people grow and learn, they may not need the structure or extra help anymore or require a different kind of support. Everything changes with time; this includes growing closer and farther apart, so the mentorship must last as long as it is appropriate, no more, no less. Dr. Kathy Kram, a professor at the Boston University of Management, explains the process in a few simple steps, list goals, reconsider the mentorship, do not hesitate, be gracious, direct, and maintain a positive relationship. It is important to remember how helpful your mentor is, consider making your mentor aware of the changes in your career stage and goals, and give him/her an opportunity to redirect his/her efforts. Mentors work hard to aid, so appreciation and recognition should come freely, but it is challenging to remember regularly. So, explain how they effectively helped and try not to dwell on the downfalls within the relationship. In the end, thank them for their services, keep a positive relationship, and if there is another mentee in need of a mentor, consider suggesting their help to the mentee.

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Political Mentoring

This year has political Easter Eggs littered throughout the months and scattered between the days, from the pandemic and how to handle the virus to racism and police brutality to the presidential election and its rule changing debates. Despite usually avoiding controversial conversations, especially during Thanksgiving, it may be beneficial to encourage mentees to use their political voice.

Mentors should encourage mentees to share their ideas, even offer their thoughts with the mentee. Open the door to a conversation about minority versus majority and the lack of multiculturalism. Allow the mentee to decide whom they want to support or where they stand with current events. Reassure the mentee that disagreeing with adults is perfectly acceptable and may offer insights to new perspectives.

Mentors should encourage mentees to share their ideas, even offer their thoughts with the mentee. Open the door to a conversation about minority versus majority and the lack of multiculturalism. Allow the mentee to decide whom they want to support or where they stand with current events. Reassure the mentee that disagreeing with adults is perfectly acceptable and may offer insights to new perspectives.



Consider finding opportunities for the youth to get involved or find a career in politics. It is important to remember that respect for the mentees' questions, thoughts, and views are vital for a constructive conversation. Also, offer the mentee more information and ways to connect with youth groups to share their opinions. Try to ensure the mentee feels comfortable and confident speaking about what they believe.

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Mentorsgiving

Mentors aim to advise their mentees during everyday life, transitional periods, and even devastating disappointment. Mentors support during the most challenging climbs and encourage throughout the dreadfully dry days. During Thanksgiving, remember all of the mentors from yesterday to tomorrow.



Many mentorships are informal and unpaid; mentors volunteer their time to reach out and help a mentee through guidance, structure, and inspiration. They add a touch of wisdom into the life of someone in need of redirection or a nudge on the correct course. They are lovely and compassionate people; however, showing them appreciation and gratitude could go a long way. Recognize that they helped to lead you to the opportunities in front of you. Wish them a “Happy Thanksgiving,” and express your sincere “thank you’s.”

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