

Candice Reed Consulting

Helping professionals and businesses thrive

Cultivating a Successful Mentoring Relationship

A Professional Development Seminar for
Belmont University College of Law American Inn of Court
September 13, 2016

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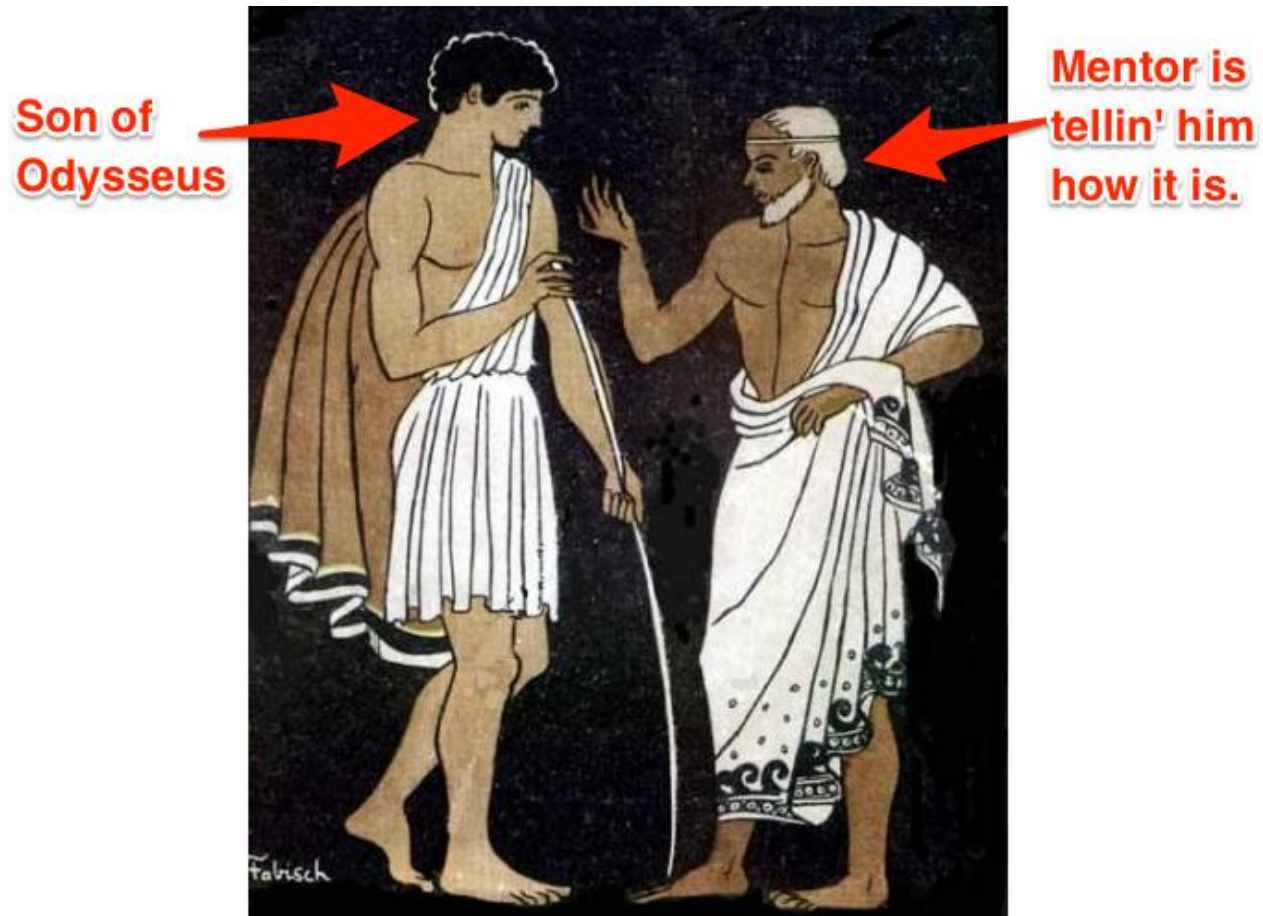
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Hunt the Good Stuff

Right-Spotting

Three Blessings

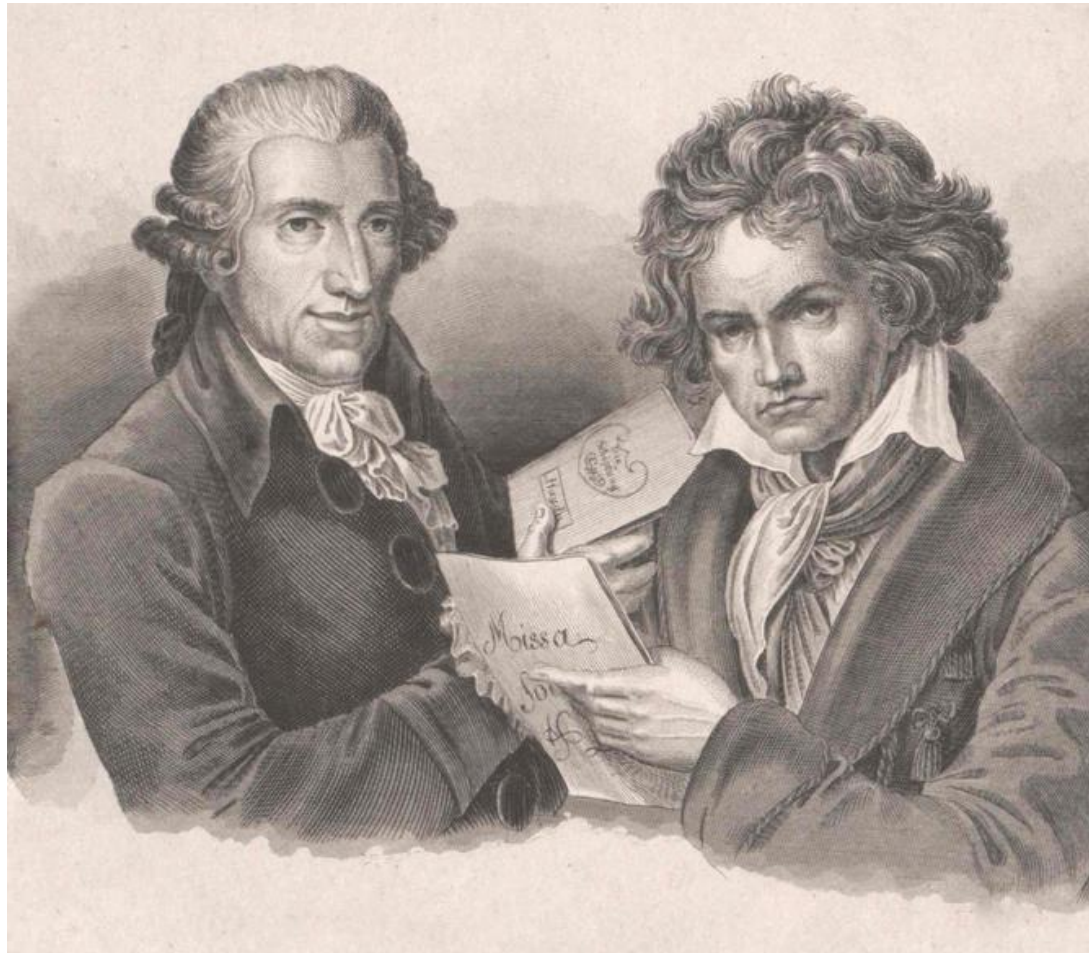
Origins of the Mentoring Relationship



Socrates and Plato



Joseph Haydn & Ludwig van Beethoven



Ray Charles and Quincy Jones



Maya Angelou and Oprah Winfrey



Prof Dumbledore and Harry Potter



Aunt Tilly and Sofia the First



Obi-Wan Kenobi and Luke Skywalker



Jack Donaghy and Liz Lemon



Neal and Candice



What does “*MENTORING*” mean?

Definition of Mentoring Relationship

(Leigh Ann Roberts)

An intentional commitment to a mutually beneficial relationship between two or more participants for the purpose of inspiring, influencing, guiding, enriching and strengthening the skills and decision-making abilities of both participants.

Definition of Mentoring Relationship

1. Intentional commitment
2. Mutually beneficial
3. Relationship
4. Two or more participants
5. Purpose of *inspiring*
guiding
enriching
strengthening skills

1. Intentional Commitment

- Set ground rules
- Establish goals
- Define roles and responsibilities

Set Ground Rules

- How long do participants expect this relationship to last?
- Confidentiality
- Who should initiate contact? How much contact and by what means (i.e. calls, emails or texts)?
- Who pays?
- How to handle problems or issues

Establish Goals

- Establish goals together
- Mentors needs to listen
- Appreciate importance of timing of feedback
- Value each other's feedback

Define Roles and Responsibilities

- What is mentor's role?
- What types of mentoring will be most effective?
- What does mentee have to do?

Roles and Responsibilities: Mentors

- Initiate first contact
- Maintain regular contact (2x/month)
- Ensure program objectives are met
- Serve as sounding board
- Introduce to other attorneys and staff
- Maintain a positive attitude

Roles and Responsibilities: Law Students

- Be responsive and cooperative
- Make efforts to maintain regular contact
- Take initiative and follow-through on activities
- Honest dialogue; raise questions and issues
- Open to feedback and coaching

2. Mutually Beneficial

If you light a lamp
for someone it will
also brighten
your own path.
-Buddhist proverb

What do you hope to get out of the
Inn's Pupilage Program?

Benefits to Mentees

- Able to learn and grow under mentor's guidance
- Can experiment with creative solutions within a safe and supportive environment
- Become stronger and more intentional in their practice



***“It’s not the having, it’s
the getting.”***

– Elizabeth Taylor

Benefits to Mentors

- Fulfilling a professional or Inn obligation
- You hope to gain a trusted confidante
- You want a protégé who can reliably handle your work in a few years
- Information source to learn more about young people

3. Relationship

- Other people matter
- Key: develop a relationship of trust
- Get to know each other beyond formal introductions
- Me at My Best Exercise (10 minutes)

Develop Relationship of Trust

- Have to get to know one another before an effective mentoring relationship can begin
- Mentor should help mentee identify her professional needs and goals
- Learn about mentee's background and share your own
- Identify strengths (VIA Survey on authentichappiness.org)

4. Two or More Participants

- Who are the participants in the mentoring relationship?

Mentor

Mentee/Law Student

Have you ever had a *MENTOR*?

Definition of Mentor

- Trusted counselor or guide
- Individual, usually older, always more experienced
- Who helps guide another individual's development
- Mentor's role is to guide, give advice, support mentee
- Mentor can help mentee improve his/her abilities and skills through observation, assessment, modeling and providing guidance

Common Types of Mentors

- The Coach
- The Connector
- The Cheerleader
- The Challenger

5. Purpose to . . .

- Inspiring
- Influencing
- Guiding
- Enriching
- Strengthening the skills and decision-making abilities of **both** participants

Collaboratively Solve Problems

- Allow mentees opportunity to identify problem and brainstorm possible solutions
- Discuss options
- Select plan and desired outcome
- Mentor should support and encourage completion of plan
- Assess outcome together
- Celebrate results



“Tell me and I forget, teach me and I may remember, involve me and I learn.”

– Benjamin Franklin

Keys to a Successful Mentoring Relationship

- Creating a relationship of trust
- Clearly defining roles and responsibilities
- Establishing short- and long-term goals
- Using open and supportive communication
- Collaboratively solving problems

“The delicate balance of mentoring someone is not creating them in your own image, but giving them the opportunity to create themselves.”

-- Steven Spielberg



Suggested Activities

- Introductions to people in your network
- Invite to firm or bar social events
- Initiate informal group lunches or outings
- Provide opportunities for hands-on learning
- Invite mentees to shadow you
- Recommend CLEs, articles, blog posts, books
- Discuss what you do, your firm's structure, how you make hiring decisions, what you look for in new associates
- Share tips for working with other staff
- www.cletn.com/index.php/general-information/mentoring/worksheets

Hazelden-ABA Study 2016

- **1 in 3** attorneys are problem drinkers (3x higher than US adult population as a whole)
- **28%** struggle with depression; significantly higher than general population
- **19%** demonstrate symptoms of anxiety
- Attorneys in **first 10 years of practice** exhibited highest incidence of these problems
- Attorneys experiencing alcohol use and mental health disorders at far higher rate than other professionals, including doctors

Attorney Well-being

- Monitor mentee's well-being and provide ongoing support
- Ask how he/she is doing
- Share how you decompress or manage an appropriate work-life balance
- Recommend (or even invite to participate in) community or charitable organizations of interest
- Attempt to learn your mentee's strengths and identify ways for him/her to use them regularly
- Serve as sounding board for the negative **AND** positive

What will you do this week to support your mentee or be proactive in your professional development as a law student?

Final Thoughts . . .

- Any successful relationship requires commitment and work from both people involved.
- One person cannot meet all of your mentoring needs.
- Law students, be proactive. This is **your** career, so assert yourself and make your needs and expectations known (in a thoughtful and respectful way).
- Mentors, try to initiate contact, but be receptive when a law student comes to you.
- Be honest and authentic.
- Reflect on the positive things that happen, but don't ignore how the negative stuff affects you.
- Address problems or issues that arise.
- Take advantage of this opportunity to cultivate a meaningful, positive relationship with a really cool person.

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Thank You!

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