Workshop Title: Introduction to the Mentoring Mindset

Overview:

This training is intended to provide MENTOR staff with the capacity building needed to understand the critical components of the "Mentoring Mindset." Each participant will leave with knowledge of the four core components and how they influence our work as mentors and mentees in our organization and communities. We will also unpack how this mentoring mindset can be shared with our partners, outside organizations, and the systems we influence. The goal for MENTOR and the "Mentoring Mindset" framework and training is to shift in the way that relationships are created, sustained, and leveraged to deepen the shared responsibility of realizing each person's full potential and their capacity to influence their communities.

Objectives

Participants will gain the following from this training:
● Explore the core components of the Mentoring Mindset through interactive activities, reflection, and small group discussion
● Unpack your current approach to mentoring and what it means for you to activate all components of the Mindset framework
● Discuss implications of the Mentoring Mindset on MENTOR practices and relationships
● Identify how best to share the Mentoring Mindset with partners, organizations, and systems

Materials and Handouts:
- **Mentoring Mindset Self-Inventory (sent to participants in advance to complete)**

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Facilitation Guide

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Workshop Flow	Time	Description and Instructions	Facilitator Notes
Welcome and Framing the Day	10-15 minutes	**Warm-Up**	

| | | Participants will receive a Mentoring Mindset self-inventory (online link sent in advance if virtual) or hard copy at their seat if in-person. As everyone is gathering via zoom or in-person, have them take a moment to review the questions and their responses. If self-inventory was not provided in advance of the training session, then provide 5-8 minutes for the group to complete then come back together.

Check-in/Mindset Exercise

Kick-off the training with a group "check-in." This gives every member of the group a chance to feel heard by sharing their current state of mind at the start of a session. It also sets a precedent for the workshop to be a space where opinions matter to the facilitator/co-facilitator. Introduce the check-in with a guiding question that connects to the content, for example:

Since today's session is all about exploring the "Mentoring Mindset" - take a moment to think about the mindset you bring to today's training. "Mindset" is defined as "the established set of attitudes held by someone." What's one "attitude" you hold that you're willing to share? As the facilitator, I'll model by answering first. (for example, I believe that we are all connected. What I mean is….") | |
| **Personal Introductions, Workshop Goals, and Community Agreements** | 5 minutes | Now that the group has had a chance to share where they are coming from for today's training, take a moment to walk them through the training roadmap. This information can be displayed in the room (if in-person) to give your participants some familiarity as soon as they arrive in the space as to what the agenda will look like. If running this virtually, provide the agenda and workshop goals to participants in advance via email. | |

		Introduce yourself and any co-facilitators (again) and share why you are excited about today's content. Then take time to walk through the Community Agreements for this session. Ask participants for additional suggestions for the group. **Sample Agreements:** · Be willing to try new things · Avoid put downs of self or other · Listen well · Participate fully · Be willing to share your reflections · Have fun! Tell participants the name of this training: _Mentoring Mindset 101_ _Today we are going to cover the following:_ _(1)_ Explore the core components of the Mentoring Mindset through interactive activities, reflection, and small group discussion; (2) Unpack your current approach to mentoring and what it means for you to activate all components of the Mindset framework; (3) Discuss implications of the Mentoring Mindset on MENTOR practices and relationships; (4)Identify how best to share the Mentoring Mindset with partners, organizations, and systems.	
Opening Activity	25	**Reflect on your Mentoring Mindset self-inventory.**	

	minutes	Ask the training participants to turn to a partner (if in-person) or break into small groups on zoom to talk through their responses and reflections. Guiding questions can be provided to the group as follows:	

Ask the training participants to turn to a partner (if in-person) or break into small groups on zoom to talk through their responses and reflections. Guiding questions can be provided to the group as follows:

1. What, if anything, surprised you about your responses to the self-inventory?
2. What were you challenged by? Explain why.
3. Where do you see your strengths in relationship-building?
4. What are some areas to improve?
5. What questions does this inventory bring up for you?

Appoint one spokesperson from the virtual groups to share 3 highlights from the conversation. If in-person, ask a few pair-shares to appoint one person to share thoughts and reflections.

Group Reflection:

As groups share their highlights, have yourself or co-facilitator write the synopsis/summary of trends in the chat box and/or if in-person - on a piece of flipchart paper displayed in the room.

Sample debrief script:

This inventory was not intended to bring to light which of us excel at this mindset and which of us are struggling. It's a tool to share how the mindset can be applied to individuals and our way of relationship-building that we are aware of or not aware of. Part of the power of the Mentoring Mindset is its relevance not just to organizations and systems, but to individual persons who can be creating transformative mentoring relationships with every person they already know or meet. It's a lens through which we can identify

		the extent to which we are primed to create these transformative connections. Every person has room to grow.	
Media Connection	20-30 minutes	**Video feature.** Now that the group is primed to dive into Mentoring Mindset's core tenants, have them watch someone who lives and breathes the work. Include here a TED talk/video feature of an inspirational individual who is creating relationships that are transformative for young people. Rita Pierson's TED Talk. **Reflection Questions:** - How does X person build relationships? - What mindset does X person bring to his/her work? - What implicit/explicit beliefs in people or communities become immediately apparent? - Why does this matter?	
Teaching Point/ Presentation	45 minutes	Powerpoint deck/shared screen. Let's now dive into the nitty gritty of the mindset. We'll jump into this powerpoint (insert here) to begin to unpack the four core tenants of the Mindset then we'll take on some activities to unpack this more as a group. The Mentoring Mindset Framework (1) Intentional (I See You) - I see us	

		■ Know The Young Person (dreams, goals, skills, personality)
		■ Know The Context (trauma-informed, brain science, adolescent/youth development/developmental stage, identity/culture, relationships, ACE's)
		■ Exercise Intentional Closure
		■ Know Thyself (Bias, Power, Priviledge, Trauma, Authenticity, Identity)
		■ Strength Based lens, positive youth development
		(2) Supportive (I Got You)
		    ■ Consistency
		    ■ Fully Present in interactions
		    ■ Coach in Questions
		    ■ Effective Communication (motivational interviewing, active listening)
		    ■ Be a safe place (safety behaviors, healthy boundaries, appropriate disclosure)
		(3) Developmental (I'm Here to Help)
		    ■ Developmental Relationships Framework
		    ■ Critical Mentoring (understanding systems and movements, youth voice, activism/civic readiness, knowing your rights)
		    ■ Web of Support (connect to other caring adults in young person's life)
		    ■ Plan of Action (create a plan to guide your support of each other)
		    ■ Wellness & Mindfulness & Coping Skills (SEL)	

		■ Cultural Proficiency (Action) and Humility/Curiosity
		(4) Communal (We are in this Together)
		    ■ Support youth relational skill building (identifying health relationships)
		    ■ The role of learning and being taught by young people
		    ■ Connect youth to resources
		    ■ Access available training resources, become a formal mentor
		
		As the presentation is unfolding, leave time for questions and comments from the group or ask for them to be written into the chatbox (if virtual) and pause to address at key points.
		
		Reflection
		
		- Does any one component resonate with you more than the others? If so, which one and why?
		- How are you already enacting one or more of these tenants in your life? Your examples will help bring us all to a place of better understanding.
		- How does MENTOR follow this mindset? Where do we need to work more as an organization?	

Main Activity	30-45 minutes	Small group brainstorm. Break up participants into four groups and assign them one of the core mindset components to dive into with more depth. This can be done through zoom groups or in-person. Each group should appoint	

		one notetaker, one timekeeper, and one spokesperson.
		
		Questions for each group to consider:
		
		1. Present your tenant to the group (in your own words).
		2. What does this mean to you?
		3. Create a list of activities that would honor this core component of the Mentoring Mindset with the following audiences:
		    a. A young person in an official mentoring relationship
		    b. A partner org that works frequently with MENTOR
		    c. An employee/manager at MENTOR
		    d. A teacher or community leader
		4. What supports are needed to make this tenant happen for the different people/groups above?
		5. What else should we at MENTOR consider to help make this pillar accessible to all?	

Share Out	45 minutes	Bring the groups back together. Ask each spokesperson from each group to share their reflections/responses to the prompts. Provide 8-10 minutes for each group.	
Reflection	30 minutes	**Guiding Questions:** -What trends/themes surface from the group presentations? -Based on the recommended activities for the different identified audiences, what can MENTOR create to support the broader adoption of this mindset? -What other supports were identified that we need to prioritize as we prepare to share this with other orgs, individuals, etc.? -What excites you about this work?	

		-What challenges you as we consider our next steps as an organization?	
Closing	15 minutes	**One word close-out** *Sample Script* I want to thank you for taking the time to make this mindset come to life. Your input and our internal conversations and reflection serve to make the Mentoring Mindset a tangible tool that can be used to transform how we shape and influence relationship building - not just between mentors/mentees but between all of us. Please take a moment now to write one word to sum up your feelings from today. This can be typed into the chat box so we can see our array of words all together - a word cloud of what we just went through. If in person, these words can be written on post-it notes and then each person can bring it up to the front on a shared flipchart paper. Let's breathe in these words together. They are the reflection of our learning today. Thank you for bringing yourself into this space and for your contributions. (Highlight any summary/synopsis/repeat words or trends for the group). Please complete the following training evaluation link. Or if in-person, provide a paper copy.	