Be The Change

You want to see in the world.
Webinar Outline

Mentor Introductions
CPHMP Vision
Mentoring Defined
Phases of the Mentoring Relationship
Inspiration & Action
Support
Colorado Public Health Mentoring Program
Mentor Introductions

Name

Current Organization and Role

How long have you been a public health professional?

Areas of Expertise

Public Health Passion(s)

Why did you want to mentor for CPHMP?

What do you hope to gain through mentoring?

Are you willing to be a resource to other participants in the program?
Imperative for Mentoring

The Future of the Public Health Workforce:
• 48% over 50 years old
• 25% plan to retire by the year 2020
• 25% less than 5 years of experience
• Only 52% are familiar with Health in All Policies
• In 2014, 25% of the United States population was served by local public health agencies
CPHMP Vision

To contribute to an

ENGAGED
CONNECTED
COMPETENT

public health workforce in Colorado that
effectively prevents, promotes, and protects the
health of Coloradans.
CPHMP Goals

- To provide opportunities for mentors to enrich their contributions to public health and further develop as leaders;
- To enhance the professional development of the public health mentee;
- And to strengthen the public health professional workforce network in Colorado.
Mentoring is **NOT**…

- A “quick fix”
- A casual arrangement
- Therapy
- A job search
- A one way street where:
  - The mentee passively receives instruction or information from the mentor
  - The mentor gives the mentee “all the answers”
MENTORING IS...

A DEVELOPMENTAL RELATIONSHIP in which one person nurtures the professional development of another.

A PROCESS by which one assists another in clarifying professional goals and creating an action plan to achieve those goals.
FORMS OF MENTORING

Highly structured, short term. The relationship if formally established for a short period of time, often to meet specific objectives. For example, learning a new software application.

Highly structured, long term. Often used for succession planning, grooming someone to take over a departing person’s position or master a craft. For example, learning the art of glass blowing.

Informal, short term. This type of mentoring ranges from spontaneous advice to as-needed counseling. There may be no ongoing relationship.

Informal, long term. Often referred to as “friendship mentoring” it consists of being available as needed to discuss problems, to listen or share special knowledge.

Short-Term Spontaneous

Long-Term Even for Life

Length of intervention

Forms Mentoring May Take Adapted from: Shea, Gordon, Mentoring, 2002
Two Main types of Professional Mentoring

• **Developmental mentoring**: The mentor assists the mentee in developing new skills and abilities. The mentor is a guide and a resource for the mentee's growth.

• **Sponsorship mentoring**: The mentor is more of a career influencer than a guide. In this situation, the mentor takes a close interest in the progress of the mentee. The mentor "opens doors", influencing others to help the mentee advancement.

• As a mentor for CPHMP, you may do BOTH!
TOM, MENTORING IS ABOUT MORE THAN ENCOURAGING PEOPLE TO BE JUST LIKE YOU!
What Do Mentors DO?

- Develop and Manage the Mentoring Relationship
- Survey the Professional Environment
- Sponsor and Advocate for Your Mentee
- Guide and Be a Dialogue Partner
- Teach, Skill Development
- Model Leadership
- Motivate and Inspire

From: Center for Creative Leadership
INSPIRATION
PHASES OF THE MENTORING RELATIONSHIP

Clutterbuck & Lane, 2004
Building the Mentoring Relationship: Rapport

- As the mentor, SET THE EXAMPLE
- Agree on Details
- Establish Trust
- Confidentiality
StrengthsFinder in Mentoring

WHY???

• Provides a common language
• Inspires interactive learning
• Increase appreciation and clarity
• Encourages mutual goal-setting
• Articulates your value
• Offers ideas for action planning and goal setting
Strengths-Based Mentoring is:

- ART OF LISTENING
- ART OF BUILDING TRUST
- ART OF CAPTURING THE JOURNEY
- ART OF ASKING
- ART OF ADAPTING
- ART OF ASKING FOR SUPPORT
Building the Mentoring Relationship: Setting Direction

The mentor should facilitate the mentee taking ACTIVE RESPONSIBILITY for his or her own development, with the mentor serving as a facilitator of that growth by coaching, asking powerful questions and active listening.
Powerful questions provoke breakthrough thinking
Powerful Questions

- Closed-ended (yes/no)
- When
- Which
- Where
- How
- What
- Why

High Power

Low Power
The biggest communication problem is we do not listen to understand.
We listen to reply.
And the Mentee...

**Effective:**
- Goal-Oriented
- Seeks Challenges
- Takes Initiative
- Shows Eagerness to Learn
- Accepts Personal Responsibility

**Ineffective:**
- Too Busy
- Overly Dependent
- Too Self-Promoting
- Lacks Focus
- Doesn’t follow-through
- Disinterested
If you are working harder than your mentee, then you are working TOO HARD!
Building the Mentoring Relationship: Setting Direction
## Shared Action Plan

<table>
<thead>
<tr>
<th>Goals</th>
<th>Tasks</th>
<th>Success Criteria</th>
<th>Time Frame</th>
<th>Resources</th>
<th>Outcome</th>
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<tbody>
<tr>
<td>Identify and date</td>
<td>What do you need to do</td>
<td>How will you identify your success?</td>
<td>When will the task be</td>
<td>What or who can help you reach your goals?</td>
<td>Document and date measure of progress toward goals.</td>
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Sustaining the Mentoring Relationship: Progression

Shifting roles
More collaborative
Comfortable with Challenges
Revisiting GOALS and PROGRESS
Mentees who *perceived* their mentor was *highly committed* to the relationship were:

- More satisfied with the quality of the relationship
- Reported learning more from their mentors
- More likely to stay engaged
Key Predictors of Mentoring Success

- Clarity of Purpose and Intention
- Clear expectations
- Reciprocal
- Shared values
- Management of Details
- Follow-up and Follow-through
- Gratitude
- Clear Boundaries
WE RISE BY LIFTING OTHERS

~ROBERT INGERSOLL
Inspiration for Mentors

WHAT ARE THE BENEFITS OF MENTORING?
MENTOR INTERVIEW
Support for Mentors

- CPHMP is committed to providing training and ongoing support to set mentors up for success

- CPHMP is committed to assisting mentors with questions and needs throughout the cycle
Mentoring Matters!
## CONTACTS: CPHMP Steering Committee

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<thead>
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