Mentoring: Creating Mutually Empowering Relationships

1. REFLECT (First 10 minutes)
Each person, write about your experience.

What is your current experience with mentoring relationships? Are there people to whom you regularly turn for career advice? Are there people who regularly turn to you for career advice?

Describe these relationships. Are they mutually beneficial and empowering? What do you give in each relationship? What do you receive? Are these relationships based on similarity, difference, or a mixture of both?

How might you improve your mentoring relationships?

2. SHARE (For the next 10 minutes)
Now pair up. Share with your partner your reflections on your mentoring relationships. What are the strengths of your current mentoring relationships? What challenges are you facing? What, if anything, holds you back from forming the kinds of mentoring relationships you would like to have? Which strategies could help you navigate these challenges? After 5 minutes, switch and let your partner share. Stick to the allotted time so everyone gets a turn.

3. DISCUSS (For the next 15 minutes, as a group)
Each person, share one key discovery or reflection from this education module. What resonated with you (or not) based on your personal background and identity?

If time permits, select one concept from this education module you would like to discuss further. Then have group members share 1) How this concept relates to the challenges they face at work, and 2) Strategies they have used to address these challenges. For this discussion, share experiences, do not give advice.

4. ACTION (For the final 10 minutes)
Pick One Action you will do after the meeting. Imagine who, what, where, and when it will happen. Each person, share the One Action with the group. Plan to report back at the next meeting.

One Action: