

Theme 4: Significance of Mentorship

No. of Raters	Participant No.	Code ID	Code	Corresponding Interviewer's Quote
3	10419	59	Having mentoring programs like fraternities have where you can get positive role models in front of them.	So I think, you know, mentoring programs like fraternities, you know, all of, you know, the different fraternities have mentoring programs where you can actually get positive role models in front of them.
3	19860	61	Mentors can give you the right perspective on different aspects of life	You have to have mentors growing up, you know, I had, who can, you know, like I said, give you the right perspective.
3	19860	62	When you don't know how to view certain situations in life, mentors can explain their take on a situation and provide you with a certain perspective	You don't know how you should maybe view certain things. And, you know, when you had find the right mentors, they're going to, they're not there to like live life for you, but they're, they give you a perspective on like how to view a situation. And then you move accordingly to however you see best is for that.
2	10997	11	Inventions/activities: creating a mentorship program where black youth can interact with successful people to create that leadership mindset in them	you know, really mentorship and having people who are successful, who can come in and speak to black youth and, and, you know, show them, you know, it's show them what they do. Right
2	10997	12	Having mentors of the same race and from same neighbourhood that is in high position of leadership	Especially if you do it with people who are of color, right? Like someone who let's say came from the same neighborhood. Right. If I had somebody that came from my neighborhood and he comes in and he says, okay, cool. I'm gonna teach the black youth how I got into my position in leadership and how they might be able to do the same thing
2	10997	15	Meet people with the experience and have them mentor you and follow in their foot steps	I would say honestly it was, it was really from mentorship. I actually was able to, you know, meet Dariel, who's been a mentor to me. Right. And I saw that he was able what he was able to accomplish and, you know, I started to, you know, pursue it and, and learn how it is that he got in his position.
2	10997	16	Implementation of your mentor's quality	I started to implement those qualities. Right. So it was really a, a combination of observing it, seeing it and saying, okay, cool.
2	81039	10	Mentorship exposes students to people that have walked the path that they admire	I was exposed to mentors in different capacities, even in school exposed to people that had kind of like walked the path or walked the journey that I, I, I looked at and admired.
2	81039	25	Exposure to mentorship and successful people helped with building leadership characteristics	I was exposed to successful people. I was exposed to mentors in different capacities, even in school exposed to people that had kind of like walked the path or walked the journey that I, I, I looked at and admired.
2	50939	36	Creating a leadership mentoring program and sponsoring kids to attend.	I would say a leadership mentoring program and it doesn't even have to be so well known like national, urban league NAACP. It can be a just like what you're doing now with the whole AI system Or it can be something along the lines of sponsoring the kid to go to a leadership conference
2	74710	7	Mentoring and encouragement to push yourself is career and life changing	Absolutely. Absolutely. I, it doesn't matter what, uprofession that you are pursuing, uleadership opportunities and leadership engagement is, is going to benefit you. Nobody's gonna rise to low expectations. Right. Uone of the, one of the most, ucareer changing things for me, uwas in fact, when I did have a, ua boss who one, encouraged me to take on more responsibility, two, fairly compensated me for that. And three, usupported any opportunity that I wanted to pursue to, uyou know, develop my skills, whether it was a conference, whether it was a program. I went through a program in the state of Delaware called the leadership Delaware program. And that actually, upropelled my career to then, ube in an executive director position for a, ueconomic development foundation to, upursue my, you know, umy dream and my goal starting my own company. So, you know, had it not been for, uan individual, one mentoring me who was that person, and then two encouraging me to pursue leadership development. I probably wouldn't be in the position I'm in today.
2	74710	26	Mentors can help with leadership development.	So, you know, had it not been for, an individual, one mentoring me who was that person, and then two encouraging me to pursue leadership development. I probably wouldn't be in the position I'm in today.
2	74710	43	Mentorship can be important to help students learn about engineering and business.	So we have a workforce development program in which we actually mentor high school age students, 14 to 18 teach them coding, game design, eSports, entrepreneurship, but really serve as mentors to them and help them decide what it is that they truly wish to do.
2	84874	29	A mentor can help you avoid unnecessary pitfalls and offer you insight as you face challenges	But if someone has pulled you aside and said, you know, this is definitely a barrier you're going to hit, you can prepare for it before the opportunity is granted to you
2	84874	40	Being able to have mentorship around you to make the right decisions.	you're at an institution that doesn't really celebrate diversity, it can impact you. Right. Because you see yourself as a reflection of that population. So it's a very delicate type rope that we walk. Right. And you're trying to make all the right decisions to get at your earlier point. You're trying to make all the right decisions that eventually leads to some kind of advancement on your behalf. Right. So, you know really have to have strong mentorship around you to help you navigate those circles.
2	84874	26	Connect with someone that has achieved what you're trying to achieve and be willing to be mentored by them	really get connected with someone that has kind of paved the road in front of you, that can give you some pointers on how to get there. I think that could be a challenge
2	91240	23	Mentorship can help the youth develop the desire to do their own thing	There's a group of young men who are in corporate environments and business and there's young kids that want to be like that. That's the same thing they can do is just have these kids be around them, have them soak it in, have them experience it, you know, teach them and talk to them on the way about it. And then naturally they're gonna want, they're gonna do their own thing and, and grow into that, you know?
2	45522	60	Mentorships can help youth to develop their leadership skills and climb the corporate ladder.	That leadership ability is fostered and a mentor type relationship with somebody who can help them to use their, their gift appropriately. Certainly they could rise to the ranks of any company or corporation.
2	45522	88	Mentors can help one to see errors and blind spots in their thinking.	It would take a leader to that leader to help them see that error of their thinking.
2	97357	52	Coaching and mentorship are large factors for leadership development programs	Now what brother Gambrell did for Khalil was probably more one-on-one personal coaching and mentoring.

2	97357	59	Capability is a leading factor for candidacy in picking leaders, and exposure to necessary qualities comes from mentorship and coaching to prepare for these roles	I would say it's successful because it makes a difference in people's lives. I can tell you that the young men that we've worked with are better prepared for life. Something as simple as before they came to us, they couldn't tie a tie to go on an interview. They didn't know how to interview. They didn't know how to conduct themselves in an interview. They didn't know the kinds of questions to ask. They didn't know the posture. You know, they didn't know how to present themselves. They didn't know that the interview started when they hit the door, not when they started, when they sat down for the interview because they went, you know, come in, you know, you're in there Shing and Jing and BShing and carrying on, but you are being watched from, you know, day one from the first second.
2	22634	8	Seek guidance from Mentor	people just get guided through the organization and we have to figure that out. And we have to go through many hardships to be able to figure that out. But if you were to have mentorship in either of these fields to know how to navigate these fields,
2	10419	13	Find a Mentor	find a male role model that you can follow along the way that can help you with your growth and development
2	10419	32	The participant mentions fraternities, but specifically on how mentorship can have a long lasting positive impact with an individual and further facilitate growth	the different fraternities have mentoring programs where you can actually get positive role models in front of them. I'm in one of them we have KAPPA EPSI fraternity incorporated with Sarasota, Florida alumni chapter. We have what's called project guide-right. And that's where we try to lead young men in the right direction. And we also have a capital league as well, but other fraternities have similar organizations. But I think that's key too, is to find a male role model that you can follow along the way that can help you with your growth and development.
2	10419	49	The interviewee summarized their answer saying having mentoring or professional development opportunities are just ways that you can expand your knowledge of the company to set your self apart.	So whether it's mentoring opportunities or professional development opportunities, just ways that you can really expand your knowledge and you know, that of the company.
2	19860	22	Having a mentor can shaping your perspective on thing based on their perspective.	You have to have mentors growing up, you know, I had, who can, you know, like I said, give you the right perspective.
2	19860	23	Having a mentor kind of gives you shape and direction in the midst of your confusion.	you have you have to have those, otherwise you're bottling everything up and there's no outlet. You know, you don't know how you don't know how to, how you should be feeling about certain things. You don't know how you should maybe view certain things. And, you know, when you had find the right mentors, they're going to, they're not there to like live life for you, but they're, they give you a perspective on like how to view a situation. And then you move accordingly to however you see best is for that.
2	19860	24	What the right mentor does. The characteristics and quality of a good mentor.	Know people who will hold you responsible are very important, you know, hold you, hold you accountable. I mean making sure that, you know, you're not being a fraud or hypocrite, you know, some of the things that you say, like making sure that you're staying on top of your yourself the right way. Those are who hold you accountable check up on you and like, you know, just tell you the real of what's going on. Not just what you wanna hear, but like, what's the situation. Cause people, some people can't handle the truth they want like, yes, man. Right.
2	19860	95	Mentorship is a core factor to guide leaders into shape.	You have to have mentors growing up, you know, I had, who can, you know, like I said, give you the right perspective. Not just family members too, like I've met, you know, I've had outside of my parents, you know, of course, like they were the biggest influence in my life. Mm. But I've had a lot of different mentors who aren't even blood related, who like anytime situations would be going down and I needed to talk to someone, and they just always had the right thing to say at the right time. Mm Know, you have you have to have those, otherwise you're bottling everything up and there's no outlet. You know, you don't know how you don't know how to, how you should be feeling about certain things. You don't know how you should maybe view certain things. And, you know, when you have found the right mentors, they're going to, they're not there to like live life for you, but there, they give you a perspective on like how to view a situation. And then you move accordingly to however you see best is for that.
2	39281	119	Mentors and role models can be important for leadership development.	And having people to guide them in that journey. Right. So it's not just throwing them out right. And saying, Hey, like go practice. You know what it's like to represent a team or leading a group of people it's giving them challenge, but then also support for that experience so that they can grow into it.
2	44578	26	Mentoring programs, challenged the students, prepared them for graduate school, filled up their resumes.	They know all the challenges that the students face as graduate students and have ways of preparing them and helping them through those kinds of things. Uyeah I think of those. Yeah. The McKnight I would say would be the better one. Yeah. Speaker 1: Yeah. So what factors, where in that McKnight program that made it most successful out of all the others, Speaker 2: The fact that it provided them with the resources they needed and it provided them with constant mentoring opportunities for them and challenged them in certain kinda ways to use and demonstrate that, that things they were learning in graduate school and that specific discipline. Yeah. And you know, it, you know, it helped out and helped get them appointed into universities too. So they got, got them into programs. Cause you know, a lot of the faculty who would bring in the student, like in science, they would've to use their resources to pay for gonna pay for the work that he does or pay for his tuition and pay for, you know, his lodging and all this. They provide these kinds of funds. So that now you got faculty, they can look at these students and say, yeah, it's not gonna cost me anything to bring 'em in the lab. It gives 'em that opportunity, you know that where they didn't have those funds faculty would pick somebody else, you know, that they don't think they'd take a chance on them
2	56727	23	Mentorship : having someone to look up to who believes in you is important in fostering leadership abilities	But then also when I taught virtual reality application building classes at Morehouse college and seeing the little bit of leadership I allowed was allowed in that program, go take it to a far way knowing that I was impacting kids was very helpful too.
2	81943	35	A leader or mentor to help youth understand the real world and reality early on helps produce confidence and further leadership growth	I think my decisions would've been more precise.

2	94392	13	The candidates shows how important mentorship is for her own development	Like last year I was in a group or like a training group, per say for women in stem. And it was basically professors, top professors from USF FSU, UF, female professors coming to make that they motivate us and was not just women. It was black women in stem. They motivate us in our PhD journey. And for those who were just graduating and starting faculty position to talk about our fears and like, just make sure that we are being confident in our, in our journey and we are standing up high.
2	94392	17	She explains how she participate in leadership initiative by mentoring the youth	eing a mentor. Yeah. Okay. So Um I'm Currently a mentor in an organization called chemical engineering life. And most of the people being paired with me as mentees are from Nigeria. So these are black people. Right. Take a, they can easily relate to me. Right. And they're inspired that they can get to where I am if I can get to and for things as it has been boy
2	94392	24	Mentorships can help people to feel more confident because the mentors have relevant experience and can use that to lesson the fears and doubts of the mentees.	Right? . That, that program, for example, is a wonderful one. Right. I came out from there feeling more confident. Cause I was, I was able to be free to tell them of my fears with like research publications and because they had walked the part, right.
2	94392	39	Representative mentors can help to inspire hope into youth. It shows that they too are capable of success.	And most of the people being paired with me as mentees are from Nigeria. So these are black people. Right. Take a, they can easily relate to me. Right. And they're inspired that they can get to where I am if I can
2	55223	12	Making potential leaders comfortable to being in leadership positions is essential to growing them and building their strengths. This can be done through mentorship	What I believe is that having speakers come out, having students in come to companies to see how it works, how it operates to see a diverse leadership someone's in that ethnicity to see that they can have an opportunity to make it also doing trips, meaning going to different colleges, going to having a mentor coach that they can speak with, talk to, and know how to move to the next level. And then also engaging with teams, meaning you get two mentors and the student and you collaborate and have ideas and make it more engaging and lay back. And not just stiff that you're able to me make the student comfortable to be able to grow and mold into a leadership position.
2	81039	25	Exposure to mentorship and successful people helped with building leadership characteristics	I was exposed to successful people. I was exposed to mentors in different capacities, even in school exposed to people that had kind of like walked the path or walked the journey that I, I, I looked at and admired.
2	55750	57	Having a mentor or coach, before you start your professional work, to discuss the challenges and some opportunities they had.	Yes. I think coaching, like I mentioned, coaching you can get a personal coach. You don't have to wait until you start your professional work. You can get a personal coach. I think mentoring you know, people who are already leaders in your family, you can start discussing what it, some of the difficulties they face, some of the challenges, some of the opportunities.
2	91520	33	having a mentorship workshop can serve as an active pipeline or invention for black youth to engage into leadership as it enhance their mentality in a certain way.	I feel like a mental workshop would be good. I feel, I feel like the biggest thing, the biggest problems as youth black youth. The biggest problem for black youth Are the barrier for black youth in success, in, in being successful in certain, in the feel is their mental, their mentality The way they think, I feel like a mental workshop would be good
2	36484	2	Learning from mentorship about the guidelines for development and life pathing is essential to growth	I think one of the biggest is Getting to form the mentoring and sponsorship relationships that are important. I think a lot of people do the work and they don't understand that that's necessary, but not sufficient.
2	36484	17	Mentorship is more of a relationship situation where both parties are interested in seeing the success of the other	The biggest one was really just the commitment of the other party and my own commitment to get to know one another and to, you know, be in relationship.
2	45522	88	Mentors can help one to see errors and blind spots in their thinking.	It would take a leader to that leader to help them see that error of their thinking.
2	36484	80	"Top-down" and peer mentorships can help to develop leadership skills.	I think mentorship... Informal and formal mentoring programs. I was the beneficiary of both, you know, top bottom, but also peer mentoring across difference. I was the beneficiary. We called it co-mentoring at general mills. So I think there's lots of different ways that companies can construct programs to bridge gaps and make sure everybody's getting what they need.
2	36484	87	Informal mentorship between peers can be just as effective as formal mentorships.	I'm a big believer in any kind of mentoring. It's always better if it's informal because the parties pick one another, but I have seen it be pretty successful formally as well, in forcing those relationships, as long as both parties are serious about it. I think they're very valuable
1	89686	13	Not having access to mentors that can support your career upward mobility can be a barrier to advancement	having access to leaders that would be able to support your upward mobility within an organization
1	89686	10	When people have the potential to do more, mentors can pour into them as they pour back into the mentor	And the reason is I value my time and I value theirs, and I want people that have the potential to do more, and then I can just pour into them as they pour back into me.
1	10997	158	Mentorship is effective for accelerating leadership development.	But people who are actually already successful being included in the game right. And they are running successful companies and they can, you know, give them access to their, to their resources and, and sort of mentor them like virtually in the game too. Like that would be sick. Because you'll, they'll be speaking from experience.
1	10997	116	A mentor that looks like the mentee could be more inspiring.	Especially if you do it with people who are of color, right? Like someone who let's say came from the same neighborhood.
1	10997	115	Using successful mentors to guide youth	really mentorship and having people who are successful, who can come in and speak to black youth and, and, you know, show them, you know, it's show them what they do.
1	10997	73	Mentorship from someone successful who can relate to the students (similar backgrounds), is a method to engage in leadership.	That's a, that's an interesting one. I guess I, I think the most important thing is, is, you know, really mentorship and having people who are successful, who can come in and speak to black youth and, and, you know, show them, you know, it's show them what they do. Right. What do they do in their position? Especially if you do it with people who are of color, right? Like someone who let's say came from the same neighborhood. Right. If I had somebody that came from my neighborhood and he comes in and he says, okay, cool. I'm gonna teach the black youth how I got into my position in leadership and how they might be able to do the same thing. But I think also getting them to engage and really practice these roles of leadership, right?
1	23301	68	It is important to build a relationship with kids when trying to be their mentor	So now we have a relationship together trying to build that leadership collectively

1	26196	27	He pick out the qualities of his friend that his a CEO	they're very organized. They're very detailed, but they don't need to know all the details. They need to be able to write and answer the right kinds of questions and they need to be able to lead a team. And leading the team is probably one of the most critical things. Because as leaders in an organization, you've gotta be able to pick your team.
1	26196	28	Once again the candidate explained the importance of connection	was asked to join the banks board, and I joined the banks board. And after that, my relationship started to really explode because I finally got into that place where you got that relationship, you got that connection with somebody and they're introducing you to all of this other stuff that you had no idea about.
1	78161	8	You tend to do better when you have someone that supports you along your journey and cares about you.	When you're walking life together with someone who actually cares about you, I think it makes you want to do better.
1	84874	2	It could be a challenge to find a mentor, someone that can give you pointers on how to achieve certain things	Okay. So barriers that I've experienced obviously is mentorship, you know, until you really get connected with someone that has kind of paved the road in front of you, that can give you some pointers on how to get there. I think that could be a challenge.
1	84874	32	mentorship can be a barrier because not getting connected with someone that paved the road in front of you would be difficult to go up the executive ladder.	Okay. So barriers that I've experienced obviously is mentorship, you know, until you really get connected with someone that has kind of paved the road in front of you, that can give you some pointers on how to get there. I think that could be a challenge.
1	97357	5	Having a support system, allies and mentors can help you navigate challenges/adversity in the workplace/life with ease	And if that is the case and I've dealt with some of those folks the way you try to get around that is you build a network of support and mentorship that allows you to be seen in the proper light and isolates that person as a non-entity or a non-barrier, if you will because you can't change their mind per se, you can with your experience, but, you know, racist is probably going to stay a racist.
1	97357	24	Surround yourself with supportive people	And if that is the case and I've dealt with some of those folks the way you try to get around that is you build a network of support and mentorship that allows you to be seen in the proper light and isolates that person as a non entity or a non-barrier, if you will because you can't change their mind per se, you can with your experience, but, you know, racist is probably gonna stay a racist.
1	97357	53	There are some qualities that leaders need to gain through active experience, but there are groups to help facilitate these actions.	We do presentations to them, life skills, skill building, presentations, certain, and you know, those things like how to freaking tie a tie to go, you know, job, interview skills, all those kinds of things.
1	67857	14	Having a mentorship programs that helps them become reputable individuals in the society.	Mentorship I think you know that I'm heavily into mentorship. As a matter of fact, this week I'm gonna have a group of African American males here, my fraternity cap, alpha PSI fraternity and corporation. We have a national mentoring group called Kappa league. And it's all about preparing these young boys to be men in society, you know but mentorship is where it is.
1	67857	15	Mentorship programs help students to know and understand how to navigate the waters of leadership and become successful in any area they find themselves	And a lot of times they don't realize that until they see someone that look like them in these positions, you know, and so that's the first step. And then the second step is, you know, helping them navigate those waters. They need to know what steps they need to take in order to be successful, whatever that endeavor is
1	67857	16	Introducing the mentorship program to students at an early age is very beneficial.	Earlier much earlier, the better
1	67857	40	A mentor eases the process of figuring what next steps are and is invested in your success	They need to know what steps they need to take in order to be successful, whatever that endeavor is, you know, whether they want to be a doctor or a lawyer, a teacher, whatever the case may be, you know they first need to know that's something that's feasible by seeing someone that looks like them in those positions, but also need to know what steps they need to take in order to start chipping away at that goal that they have of being in whatever field it is that they have an interest in
1	67857	45	There's tremendous value in pursuing mentorship programs	she took advantage of our relationship with Lecom went through their program. And she's now a dentist.
1	67857	68	Mentorship allows people to shadow their mentors and learn through observation.	but mentorship is where it is. I mean, you know, and it provides an opportunity for those to shadow individuals.
1	67857	84	Mentorship can help to put students on a trajectory towards success. Note that a small change in directory becomes more significant over time.	so those are common success stories and really just highlights the importance of mentorship, kinda like examples of things that could be replicated to really you know, put these young folks on Trajectories, that'll be beneficial to them, their families, but also our society.
1	67857	88	Even if the player doesn't win at first, they'll still be building their skills by trying.	you gotta work your way to the top, you know you know, you may not win the first few times you play, but eventually you're building your skills, you're getting better, you know?
1	67857	89	Participation awards may be unnecessary. Perhaps people should only be awarded for achievements.	I'm not a huge fan of participation awards. I think if you get an award, I think you get that award because you've done something above and beyond, you know, and it's not just because you showed up that you get an award
1	10419	60	Having a male role model that you follow along can help with growth and development	But I think that's key too, is to find a male role model that you can follow along the way that can help you with your growth and development.
1	19860	21	Having a mentorship program	like the mentorship program
1	19860	25	Attributes of good mentors	I can see actions coming from, you know, you know, the way you're moving type thing or someone who can it's not always in a negative way, but too, it can also be in a positive way. Like, man, I really like the way you're doing moving this. Like you you're doing the right things. You know, keep your head down. You, you, you know, stay focused, you know, you're very ambitious things a you in, no, I like the way you're moving. You know, you just need those people.
1	39281	135	Some students need guidance on how to develop a professional network.	If you're gonna host a networking event in a room full of strangers, and then, then invite a room full of strangers who are 15 or 20 years younger, there's only a certain percentage of those younger people who are gonna feel comfortable and confident enough to take advantage of that opportunity. Right? And so the people who haven't received any preparation to do that, they're either not going to go at all, or they're not gonna be successful when they walk into that space.

1	44578	39	The program consisted of mentoring opportunities and help them learn what specific disciplines for graduate school.	The fact that it provided them with the resources they needed and it provided them with constant mentoring opportunities for them and challenged them in certain kinda ways to use and demonstrate that, that things they were learning in graduate school and that specific discipline
1	84874	12	Having to help people that look like you can deepen the commitment for your role	When we start talking persons of color, particularly black students, you know, that look like me, maybe from the same community as me, you know, it deepens the commitment.
1	94392	9	Belief that results of mentorship takes time	So the mentees I have now, hopefully they actually take what I tell them. Right. You can't see the immediate effect, but in the long run, you you'll see it.
1	94392	18	explain how mentoring was important for her how she makes sure that she is an inspiration for the youth	So being a, a mentor, being a mentor is more of inspiration, right? Because I also, I also have mentors or I have had mentors in the past that were able to just, tell me a thing or two on how to go about my next steps and yeah.
1	94392	40	People can be mentees, but they can also be mentors. To mentor someone in leadership, the mentor must have a good understanding of the concepts.	being a mentor is more of inspiration, right? Because I also, I also have mentors or I have had mentors in the past that were able to just, tell me a thing or two on how to go about my next steps
1	23301	53	Everyone can have leadership skillsets but there's a difference between good and bad leadership hence it is important to have programs to help polish these skillsets to make them good leaders	o definitely there needs to be programs and skills that allow them to hone it correctly because you can be a leader, but you wanna be a good leader or you wanna be a bad leader. You know what I mean? Being a leader it doesn't mean that you're gonna be a great one just cause you got the skillset. So I think it has to be nourished and polished correctly.
1	22634	22	Early guidance and mentorship would benefit students	If you don't know that if you don't, if you don't know how to do that, no one is gonna tell you and you have to figure out the hard way. And by the time you figure out you're closer to retirement. So information is very, very critical in order to be able to grow, to, to progress, to ascend, to a different level.
1	22634	44	mentorship is needed for students and its lacking for POC	mentorship programs, which I've always advocated for, and I will continue to advocate for you take students and you show them how you have done things, you guide students with different challenges, you guide them through the, the adversity, the, even, even the celebrations of, of achievement, whether it's warranted, but you guys went through an organization and that guidance is absolutely critical cause everyone else has it, but people of color typically don't
1	22634	45	Mentorship, internships, and fellowships are activities that can be implemented to promote an active pipeline of Black Youth in leadership positions	mentorship as one, right? We need to, we need people who, who are willing to mentor younger professionals, younger students to, to show them how to do that. Mentorship is one, internships are another one. What's a thing called it's not, it still an internship slash fellowships.
1	50939	7	Fine civic engagement and mentor/ mentoring opportunities.	find civic engagement, find mentor again, mentoring opportunities
1	50939	53	Leadership mentoring program would be great as a creative active pipeline.	I would say a leadership mentoring program and it doesn't even have to be so well known like national, urban league NAACP.
1	55223	3	Find a mentor whose leadership style fits your personality	Yes. I didn't see any leadership that I identify with. No one that I could say, you know, looking for my mentorship.
1	78161	7	Join mentorship programs or groups that allow you to sharpen your leadership skills	of his fraternity they do some type of mentorship programs. And so actually my little brother is going to start to do that soon. So yeah. Yeah. So, I'm looking forward to him doing that not just for the aspect of the community
1	78161	15	Mentorship from successful minorities especially	That's a good question. I would say Speaker 2: For me, I'm a person who loves to hear other people's stories, kind of where they're, what, you know, how they grew up and their experiences in the world. I also find it really cool when you have someone who's successful and especially for for youth black youth, I think it would be really beneficial for them to hear success stories, you know, and to hear about, Hey, this is how it kind of looked for me, and this is how I was able to make it, you know, it took a lot of hard work, but this is how it kind of... The success happened for me. So I think engaging them in the sense of success stories you know, having mentors or mentorship partners, where they come alongside them and they help I think having resources that they can have for if they have family needs, you know, or if they just need a friend they can call on you.
1	25225	61	Mentorship programs where successful people in their careers talk to young people about their obstacles and how they overcame them to get to the top would be beneficial to black youth	I think through education, through mentorship. We need to find like from the black community, people who succeeded in their professional career, who can spend some time with the young people and explain what, I mean, what obstacle they face to reach the top of the organization or the top in their business where they're successful.
1	25225	62	Mentorship programs in school would be beneficial in increasing awareness of the biases black youth could potentially face	program at school where young people would be in, in touch or engage with the, the, the, the black, the, you know, the black that was, that are successful in their professional career.
1	25225	87	Having a mentor share their experience would be very valuable in framing a path to a leadership role.	What did they overcome to be at the top? I think it's important to have that sessions of sharing, you know, experience. Yeah.
1	25225	88	Access to education and mentorship opportunities, allows girls to frame a path for themselves that isn't limited to getting married and having kids.	woman, "I'm not limited to only getting married and having children. I can become someone working in an organization, but first, I have to be educated.
1	81039	50	Exposure to successful people and role-models can be beneficial for development of future leaders.	I knew what success was very early. I saw success. I was exposed to successful people. I was exposed to mentors in different capacities, even in school exposed to people that had kind of like walked the path or walked the journey that I, I, I looked at and admired.
1	81039	63	The video game could be challenging and have a competitive element to keep players interested and make them feel like they are progressing.	my key advice would be to make it fun, make it interactive, make it a bit challenging as well, so that people feel like, you know, they're moving you know, from step one to step two, to step three and introduce a competitive element to it as well.
1	81039	64	People like to see if they're winning when playing games. So, some type of table or score board, could be used to show the player's progress.	People like to, you know score goals when they're playing games, people like to have targets you know, people like to, to see that they're winning or like to see a league table, you know, so all of those elements, you need to incorporate into it as well.
1	55750	21	Having mentors and mostly by starting with your family members and ask question and learning how they overcame obstacles they face	I think mentoring you know, people who are already leaders in your family, you can start discussing what it, some of the difficulties they face, some of the challenges, some of the opportunities

1	55750	23	An onsite experience/ opportunities with role models or mentors can be implemented as well	but I think also onsite experience, you know, like placement opportunities or maybe a mentoring with a CEO or a director, you can spend a week in a shoes of a X, Y, and Z, and then you see how they lead, how they work
1	55750	30	mentoring and empowering can be an initiative to focus on preparing black youth for leadership position.	mentor and empower female black girls
1	55750	60	Having onsite experience like placement opportunities or mentoring with a CEO or a director	I think also onsite experience, you know, like placement opportunities or maybe a mentoring with a CEO or a director, you can spend a week in a shoes of a X, Y, and Z, and then you see how they lead, how they work.
1	19860	63	It is important to have people that hold you accountable for your actions	Know people who will hold you responsible are very important, you know, hold you, hold you accountable
1	81943	18	The candidate follow up with a personal experience and also mentions the importance of relationships and connection	Okay. mentorship I think personally as a, as a physician executive, it was really hard for me to understand how important mentorship was for my career journey. I was, I was personally fed a fairytale and I got hit hard in med school. Like it was really, really hard and not for mentors who were committed to my growth. I probably wouldn't have made it, whereas I think our counterparts it's instilled in them very early that you need, you, you have this mentor, they have this uncle, they have this family friend that's in the business already. We don't have the, those type of networks and systems in place, or I personally didn't. And it was, it was really hard. Another thing was exposure. A lot of the roles and opportunities that I could have taken advantage of. I just didn't know about 'em. I, I just didn't know. And it wasn't a secret, I just didn't have the exposure or the access to that information.
1	39281	68	Having to ask people questions that are relevant to leadership development and getting the answers that is helpful	And really a lot of that looks like what you would see in an executive leadership program, right. It's bringing in, you know, somebody who's done leadership in the world and saying, Hey, give me a perspective on what I, I can do to make change in my community. Right. What I can do to relate to people better or what I can do to convince people that, and somebody who is worth them, putting their faith in. Right. Because that's really, when you're talking about executive leadership, it's, you are showing up to, Hey, I'm going to provide a vision and guidance and then trust all of these people to help move toward that vision
1	91240	21	The knowledge of navigating the system has to be taught by someone the kid trusts and looks up to. Love and praise can be used to help kids learn and grow	but it's gotta, it's gotta come from somebody that the kid trusts or looks up to or wants to be like, and it has to be consistent, you know what I'm saying? And it has to be reinforced with love and praise and, and you know what I mean, things that help people want to grow and things like that.
1	91520	25	The knowledge that is gotten can be shared to with others and most times in terms of mentorship program.	So when they know better, they teach other people to do better or they mentor other people
1	36484	31	Surround yourself with leaders and let yourself be mentored by them	I can't tell you how much I feel I've learned from the leaders I've been privileged to work with
1	36484	20	For advancement to the senior levels of leadership, one needs both mentoring and sponsorship relationships	Getting to form the mentoring and sponsorship relationships that are important.
1	36484	48	Mentoring and sponsorship relationships are important for developing leadership skills.	I think one of the biggest is Getting to form the mentoring and sponsorship relationships that are important. I think a lot of people do the work and they don't understand that that's necessary, but not sufficient. And so and it can be just very challenging to, first of all, know that, fully understand it and know how to go about building those relationships.
1	36484	64	Successful people seek out developmental opportunities, sponsorship, and mentorship.	And then once you're in a company, well, even before you come in... Asking about developmental opportunities and how individuals careers are nurtured and, you know, sponsorship, mentorship, getting to know as many people as you can in that interview process,
1	36484	67	We can learn by working with experienced colleagues.	We see everyone around us. So I can't tell you how much I feel I've learned from the leaders I've been privileged to work with
1	36484	90	To find mentors, you can seek to create relationships with those higher up the chain of command.	And so when you say, how do you identify those people? It's gonna be someone in your command chain, either your boss or your boss's boss. And so that's how you identify them. And it's kind of like, you better know that they're ones who are gonna be... It's not some other person over here that you had coffee with. It's these people who day in day out, you're working for who are gonna determine your next move. So you better get those relationships, right? That is not the place where you wanna have some sort of weird conflict or just kind, you better be working on making both of those guys, girls jobs better, easier, you better be working on being their go-to resource. You know, everybody has a go-to on their team. They know they can trust for this thing.
1	50939	39	Mentorship is one of the barriers due to the fact not having knowledge of where to start their journey and what path to choose.	Another one I would say is mentorship. A lot of men probably don't know how to begin a path, but once they do choose a path or where they want to start their journey, because it is a journey for executive leadership, find a or book or even role model that you can emulate.
1	81943	28	The participant mentions exposure to mentorship but also enrooted biases that are built into their industry that take effect	Exposure. because we don't have access, we don't have access to the exposure and we don't have access to the mentorship. We don't have access to the information that you need to get to the executive level.