



MENTORSHIP MYTH BUSTERS

EXPOSING THE TRUTHS IN INITIATING AND INTERACTING IN MENTOR RELATIONSHIPS

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BUSTED!

OUTCOMES

 #GHC18

Attendees Will:

- Understand the difference between Mentor, Coach and Sponsor
- Learn skills to engage with a mentor: who to ask and how to initiate the relationship
- Understand benefits and obligations of being a mentor and a mentee

Who are we?

Kelly Dowdy, Senior Director Software Engineering @ Express-Scripts and.....



- My foundation is in my Faith
- Married my best friend
- Mom of 2 boys
- Born and Raised Pittsburgh, PA
- Diehard Pittsburgh Sports Fan
- Optimist, Dreamer, Believer...

In everything, treat people the same way you want them to treat you.

Matthew 7:12

Never, Ever Underestimate the Importance of Having Fun.

Randy Pausch, Former Carnegie Mellon Computer Science Professor –Last Lecture

Emily Schlick, Director End User Experience @ Express-Scripts and.....



- Builder
- Caregiver- Sandwich Generation
- Mom/Stepmom
- Leader
- Sports Fan
- Wife
- Sister
- World traveler

MY simple things.....

....Be Here Now, Engage!

.....Be yourself, Authenticity!

.....Be home for dinner, Quality!

MYTH #1: MENTORS CHOOSE THEIR MENTEES

TRUTH:
MENTEES TAKE THE FIRST STEP

Sponsorship

Strong Influencer

- Assignment
- Promotion
- Position

Coaching

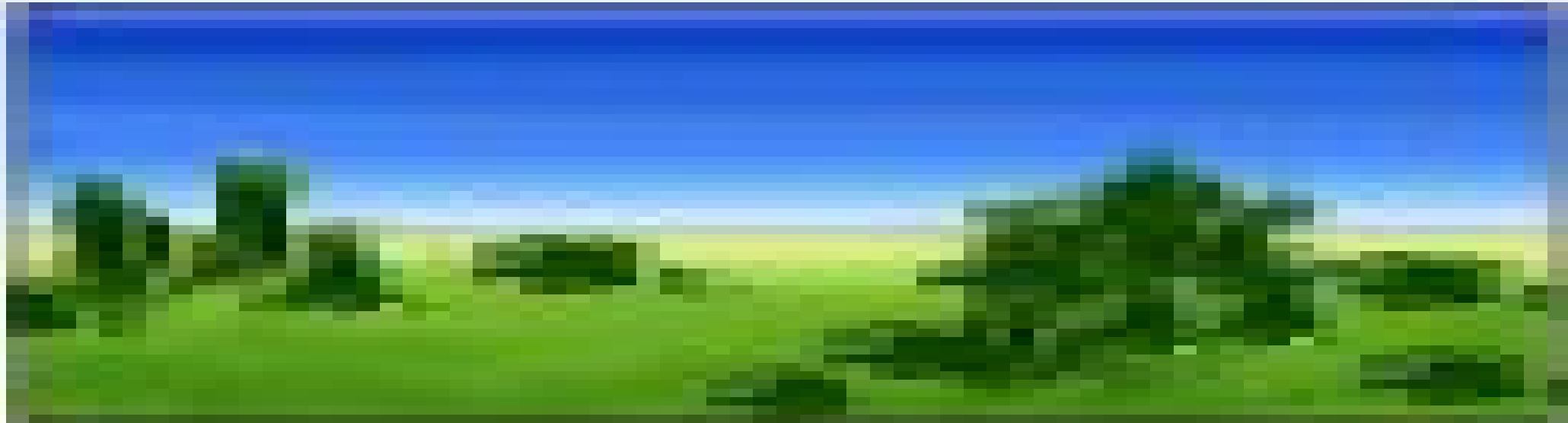
Geared towards a specific goal/focus

- Technical skills
- Soft skills
- Tasks

Mentorship

Mutually Beneficial Relationship

- Career
- A specific field
- Workplace Navigation
- Personal



71% of women reported they always accept to be formal mentors at work, and the vast majority said they would mentor more if they were asked.

Development Dimensions International (DDI)



1. Know what you want to achieve
2. Do your homework on your mentor
3. Value and accommodate your mentors time
4. Give back to your mentor
5. Show gratitude

MYTH #2: MENTORS LEAD THE RELATIONSHIP

TRUTH:
SHARED RESPONSIBILITY

Action Plan Template

Mentee Name:		Mentor Name:		Date:		
Long-Term Career Goals:						
Objectives to Achieve Long-Term Career Goals (strengths to leverage and weaknesses to address)	Mentee's Action Steps	Mentor's Action Steps	Support Network's Action Steps (role of manager, peers, etc.)	Potential Barriers (risk mitigation steps)	Success Measures (must be measurable and results-focused)	Target Completion Date(s)
Objective #1:						
Objective #2:						
Objective #3:						
Objective #4:						

- Up to the Mentee to clarify what they need out of each meeting
- Written agreement with expectations

MYTH #3: MENTORING IS A LONG-TERM RELATIONSHIP

TRUTH: NOT ALWAYS

Relationship Project Plan Worksheet

Action Items	Target Date
Establish Goals and Expectations	Prior to first meeting
Identify your expectations for the mentoring relationship	
Define your objectives and goals of the mentoring relationship	
Hold Introductory Meeting	First meeting
Clarify roles and responsibilities	
Share each of your objectives, goals, and expectations of the mentoring relationship	
Discuss action items to be completed before the next meeting	
Create an Action Plan	Second meeting
Discuss your strengths and identify short- and long-term development needs	
Complete the Action Plan Template	
Discuss action items to be completed before the next meeting	
Act on and Revise the Action Plan	Subsequent meetings
Review progress on actions items determined at the end of the last meeting	
Discuss items of interest, current challenges, recent successes, etc.	
Every two months, assess the effectiveness of the relationship	
Discuss action items to be completed before the next meeting	

Collaborative Relationship Evaluation Worksheet

Questions to Ask Your Mentor	Notes
Are we meeting with the appropriate frequency and for the right length of time?	
Are you following-up on our action items coming out of each meeting? Am I doing a good job following-up on mine?	
What do you like most about our mentoring relationship? What do you like least?	
Are you learning from this relationship?	
What skills are you building as a result of this relationship?	
What could I do differently to help you get more out of this relationship?	
Are we meeting the goals and objectives you set at the beginning of the relationship?	
Are there any changes we should make to my Action Plan?	

- If you want to gain a specific skill or experience, active mentoring may only occur for a limited time.
- Continue to evaluate the relationship
- It is ok to end!

MYTH #4:
YOU ONLY NEED ONE MENTOR

TRUTH:
YOU WILL NEED MANY



Build your own Personal Board of
Directors

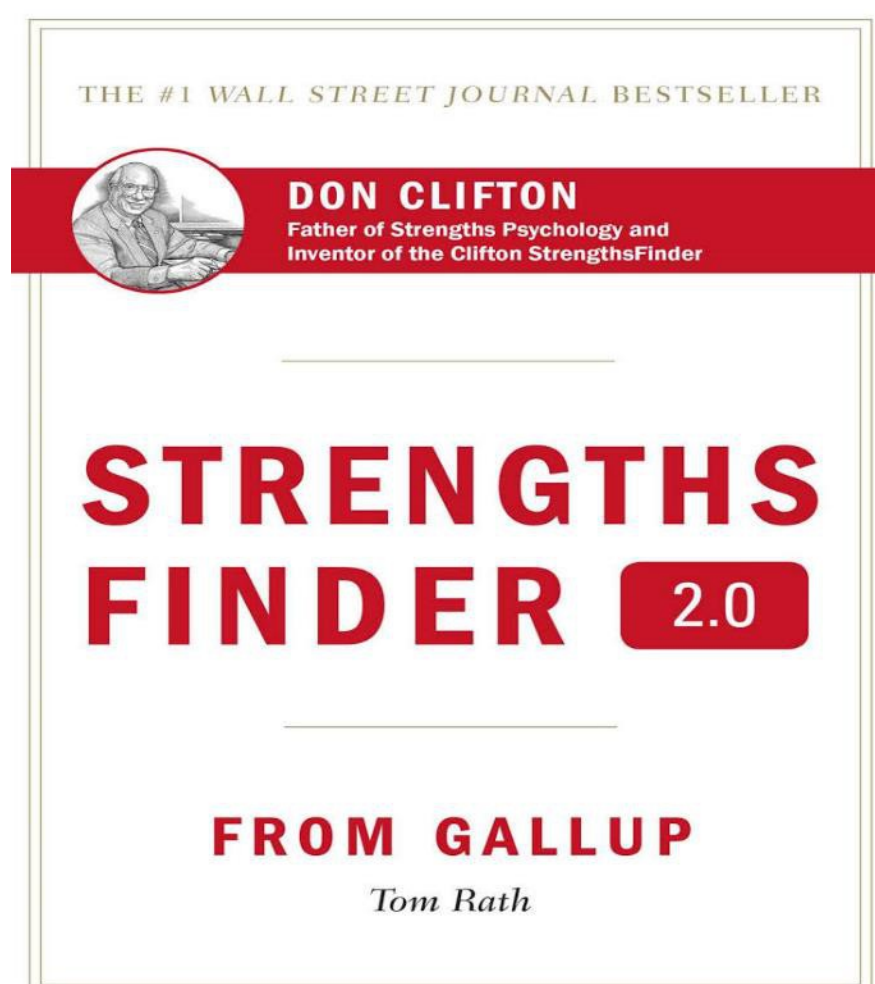
Career

Skill/Subject

Common
Interests

Blind
Spots

FINDING AREAS OF STRENGTH AND GROWTH



Personal SWOT Analysis Worksheet

- For instructions on using Personal SWOT Analysis, visit www.mindtools.com/personalswot.

Strengths What do you do well? What unique resources can you draw on? What do others see as your strengths?	Weaknesses What could you improve? Where do you have fewer resources than others? What are others likely to see as weaknesses?
Opportunities What opportunities are open to you? What trends could you take advantage of? How can you turn your strengths into opportunities?	Threats What threats could harm you? What is your competition doing? What threats do your weaknesses expose you to?

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MYTH #5: ONLY THE MENTEE BENEFITS

TRUTH:
IT IS MUTUALLY BENEFICIAL

Mentee Benefits

- Benefits from mentor's expertise
- Develops sharper focus to grow professionally within the organization
- Potential for the Mentor to turn into a Sponsor

Mentor Benefits

- Fulfillment in sharing expertise
- Promotes the organization's well-being
- Gains insight from mentee's experience

MYTH #6: MENTORS COUNSEL ONLY JUNIOR PEOPLE

**TRUTH:
DIVERSE MENTORSHIP IS
POWERFUL**



You can gain great perspectives from people with different backgrounds than you:

- Tenure
- Generational
- Gender
- Race

MENTEE BEST PRACTICES

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Focus on achieving learning goals.

Expect to drive the mentoring relationship.

Create SMART goals that will contribute to your development.

Be authentic, open and honest.

Prepare for all mentoring meetings.

Stay connected with your mentor

Be willing to stretch out of your comfort zone.

Ask for specific feedback.

Focus on the future



Keep a journal.

MENTOR BEST PRACTICES



 #GHC18

Teach knowledge required for successful performance

Guide your learner through the unwritten rules of the organization

Advise your learner on how to attack work-related problems

Counsel your learner by clarifying action plans and career goals

Sponsor your learner by using your influence to provide growth opportunities

Role model behaviors that can become a blueprint

Protect your learner against potential detractors regarding your learner's risk taking

Communicate important information and provide feedback

PULLING IT ALL TOGETHER

“If you want something
you never had, you have
to do something you have
never done.” — Thomas Jefferson





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BUSTED!

RESOURCES

MindTools SWOT Template: https://www.mindtools.com/worksheets/Personal_SWOT_Analysis_Worksheet.pdf

MindTools Personal SWOT Analysis: https://www.mindtools.com/pages/article/newTMC_05_1.htm

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