

Inside Classroom:

Focus on course structure and material – that should define relationships with students

How does building relationships interact with your course goals?

Teaching/Coaching in terms of KSAs related to class goals

Mentoring for career and life skills

Outside Classroom:

Advising:

Need to know student better, but also need to teach them life survival skills, not hold hands

Need level of trust on both sides

Through student orgs:

Develop leadership skills and independence

Grad student advising:

Develop KSAs to succeed in chosen career/go to Ph.D. or job

Project work/study abroad travel, etc.:

Chance for neat deeper relationships but also need for clear lines of authority and boundaries

Crossing the line

1. Dependence – they “need” you too much
 - a. Can come from either side!
 - b. Often slips in without full awareness
 - c. Dealing with their neediness is often beyond the scope of a “normal” relationship
2. Dysfunctional – Angry, hurting, lost, shy, depressed, confused
 - a. Sometimes hard to realize you can’t help them
 - b. Sometimes feels like you are betraying to “turn them in”
 - c. Need to get someone else involved to defuse/deflect

Life coaching principles from businessballs.com

Life coaching aims to **draw out** a person's potential rather than puts in aims and knowledge from outside.

It **develops** rather than imposes.

It **reflects** rather than directs.

Effective life coaching or personal coaching is a form of **change facilitation** - it **enables** people, rather than trains them.

Life coaching is **reactive** and **flexible** - it allows for **personal transition** on an **individual basis**.

Coaching of this sort makes no assumptions - it's not judgmental, nor is it prescriptive or instructional.

[Empathy](#) is central to the coaching process.

Good personal coaching seeks to help the other person's understanding of himself or herself.

Qualities of an Effective Mentor (Kram, 1985)

- Inventiveness in developing learning opportunities
- Personal commitment to developing and maintaining the mentoring relationship
- Professional and personal stability
- Knowledge about your field and connection to resources
- Flexibility and openness
- Sensitivity to others' experiences and struggles
- Patience and persistence
- Respect toward the mentee and individual differences (ability to accept different points of view with limited judgment)
- Willingness to listen
- Self-knowledge, self-reflection, and commitment to ongoing self-development
- Strong interpersonal and communication skills
- Ability to give and receive constructive feedback
- Honesty and genuineness
- Sense of humor