



Quick Tips for Mentoring & Coaching

Why is mentoring important?



Think of a mentor, coach, teacher, or supervisor who made a positive impact on you. How did they do it?



MISSISSIPPI
ALLY

We wear
BLUE!



WE GENERATE FEARS
WHILE WE SIT
WE OVERCOME THEM BY ACTION



1989
CAL STATE SAN MARCOS
Cougars

Relationships
FIRST,
WORK
SECOND



1

Building Relationships

How to connect with your mentees

Starting Points

Smile.



(But don't be weird)



Customer Service 101



**Use your mentee's name
during your conversation.**

(But not too much)

Conversational Techniques

Show a genuine interest in your mentee.

Find shared interests and common ground.



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Ask open-ended questions.

Practice mindful & active listening.



Guiding Concepts

Be authentic.



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Practice unconditional positive regard.

(Carl Rogers)

**Remember:
It's not about you.**



2

Effective Coaching

Helping your mentees grow and develop

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Set shared expectations.



**Discuss strengths and
areas for growth.**

Set goals and checkpoints.

And stick to them!





Set action steps after each meeting.

Blend challenge and support.

(Nevitt Sanford)



Validate.

(Laura Rendón)



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**Hold your mentee
accountable.**

Teach help-seeking behavior.



Model the way.



3

Your Tips

What has worked well for you?

4

Wrapping Up

Reflecting on your skills

**What are your strengths as
a mentor?**

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**What are some areas of
growth?**

**What are some tips from
today you want to try?**

Thanks!



Any questions?

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