

## Delta Sigma Phi Overview by Integrated Mentoring Solutions

### What is mentoring?

- Mentoring is **knowledge transfer**. It's an opportunity for the more experienced individual to transfer that experience or knowledge to another.
- **Mentoring is different than professional coaching**. Coaching is generally a nondirective activity; the focus is on asking questions to help the coachee solve his or her own problems and identify their next steps.

### Structure of one-on-one mentoring engagements

- You can participate as both a mentor and mentee
- The typical mentoring engagement includes three, 60-minute mentoring sessions
- Mentors are expected to provide a minimum of 12 hours of mentoring annually (1 hour/month)

### Options for conducting meetings

- While most meetings will be held virtually (via Skype or over the phone), mentors and mentees are encouraged to meet in person if geographically possible.

### Defining your area(s) of expertise as a mentor

- The Matching Process is based on competency – the mentee should choose whom he wishes to connect with based on the goals he aspires to achieve, as well as the competency he is working on.
- That said, what are your competencies as a Delta Sigma Phi mentor? What areas have you had the GREATEST SUCCESS in?

### Core competencies of mentoring

- Have the desire to help.
- Be motivated to continue developing and growing.
- Have confidence and an assured manner.
- Ask the right questions.
- Listen actively.
- Provide feedback.

### Common pitfalls that could derail the mentoring relationship

- Being unclear on your role
- Not giving enough time to the mentoring process
- Not keeping commitments or meeting times

#### For mentors, be sure to watch out for the following:

- Modeling the relationship after a previous mentoring relationships and not seeking to understand what the mentee's goals are for the relationship.
- Lacking confidence

#### For mentees, be sure to watch out for the following:

- Not feeling comfortable opening up and being vulnerable
- Not driving or taking the lead for the program

### An outline to help determine topics for your three mentoring conversations

#### During the 1<sup>st</sup> meeting, we encourage you to:

- Make introductions and get to know each other, share strengths and backgrounds
- Understand the mentee's greatest opportunity or present goal.
- Share relevant experience and look for connection points
- Set action items for your next meeting

#### During the 2<sup>nd</sup> meeting, we encourage you to:

- Check in on progress toward action items. Accountability is key!
- Share relevant experience and perspective you've gained along the way.
- Set action items for final meeting

#### During the 3<sup>rd</sup> meeting, we encourage you to:

- Review what was learned and what progress was made through your meetings
- Discuss next steps and additional resources that you would recommend to the mentee

We encourage you to stay connected to both your mentees and mentors after this experience.