

# TRAINING FOR MENTORS & MENTEES

## INTRODUCTORY LEVEL TRAINING

### **MENTORING 101: WHAT EVERY MENTOR SHOULD KNOW**

*Audience: Adults in formal mentoring programs working with youth*  
*3 hours*

This interactive training program provides participants with an introduction to mentoring and what to expect as a mentor. Topics like the "mentoring lifecycle," communication skills, establishing boundaries and appreciating diversity will make it easier for mentors to navigate relationships with their mentees. This training is appropriate to introduce new volunteers to the field of mentoring and to refresh current mentors on best practices.

### **CREATING CONNECTIONS**

*Audience: Any adult connected to a youth sports program*  
*1.5-4 hours*

This training was designed to capitalize on the power of all adults to develop positive relationships with young people that help them thrive. Coaches are the specific audience for this training because of the impact they can have on a young person. This training will give coaches the toolbox to utilize best practices in building positive relationships in the mentoring field.

### **DEEPENING OUR MENTORING RELATIONSHIPS**

*Audience: Adults in formal mentoring programs working with college students and young adults*  
*2 hours*

Mentoring college students is a whole new ball game. It requires mentors to reflect on themselves and how they interact with young adults by understanding their expectations for the relationship, examining their assumptions and bias and learning where their boundaries lie and how to communicate them.

### **PEER MENTOR TRAINING**

*Audience: College, High School, and Junior High-aged youth in formal mentoring programs working with youth*  
*1.5 - 2.5 hours*

The Peer Mentor training mirrors Mentoring 101, but it is designed for young mentors participating in a peer-mentoring program. The training is highly interactive and is designed to keep young mentors engaged through experiential learning. Peer Mentor Handbooks are provided to participants of this training.

### **MENTEE TRAINING**

*Audience: Middle and Junior High school-aged youth in a mentoring program*  
*30 minutes – 1.5 hours*

Mentoring is a two-way relationship – both mentors AND mentees play a crucial role in the success of the match. Mentee training teaches mentees about mentoring, what *their* responsibilities will be in the mentoring relationship and what they can expect from their mentor in return. This training is flexible depending on the program's goals, the type of program and the age of the mentees.

### **MAKING THE MOST OF MENTORING**

*Audience: Any Middle, Jr High, Senior High School-aged youth*  
*1.5 hours*

This new training is designed to provide middle and high school students with the tools to clarify goals, consider how others could support their goals, assess their network of connections and reach out for help. In the end, we hope young people walk away more confident in who they are, more focused on what they want to achieve and more skilled at seeking the right support.

This training is available at program sites for mentors and mentees together or for mentees only. It is ideally suited for programs looking for a closure activity to help youth transition from formal to informal mentors. It also works well for group mentoring programs that focus on career exploration with their youth.

## EXPERIENCED MENTOR TRAINING

### THE POVERTY SPIRAL

Audience: Any adult in a mentoring program

1.5 hours

Consistent, long-term mentoring relationships have been proven to contribute to positive outcomes for youth living in low-resource communities. Yet many mentors are ill-prepared to understand the situations of youth struggling with poverty. To address this gap, The Mentoring Partnership has developed The Poverty Spiral, a simulation in the form of a traditional board game that promotes understanding of the everyday challenges faced by individuals living in poverty. Workshop participants will take part in The Poverty Spiral simulation and learn how this training tool can help mentors and program staff bridge the poverty gap and support long-term, high-impact mentoring relationships.

### ADVANCED COMMUNICATION LAB

Audience: Any adult in a mentoring program

1.5 hour

Work out your communication challenges in this interactive workshop where mentors explore and practice communication skills in a supportive environment. Try different communication strategies and feel both sides of a communication breakdown as you assume the role of the mentor OR the mentee in different scenarios based on attendee experiences.

### UNDERSTANDING & MANAGING CHALLENGING BEHAVIORS

Audience: Any adult in a mentoring program

2 hours

Youth who won't talk. Kids who won't sit still. Sullen, disinterested. That's what we see, but what does it mean? Challenging behaviors can be difficult for mentors to understand. Attending this workshop can help you stick it out through the difficult times with compassion and insight, as you learn how to be more effective.

### ESTABLISHING AND MAINTAINING BOUNDARIES

Audience: Any adult in a mentoring program

1.5 hour

Boundaries are key to a healthy mentoring relationship. They ensure that expectations are reasonable and well understood, leading to a more effective relationship and helping to build trust between mentors and mentees. This training expands upon the establishing boundaries activity conducted in Mentoring 101, giving mentors the opportunity to learn about different types of boundaries, how and when to establish them and to practice using boundaries in challenging scenarios.

### CULTURAL HUMILITY

Audience: Any adult in a mentoring program

2 hours

This workshop is designed to empower mentors with knowledge, skills and an awareness of their role as members of a diverse, mentoring relationship. Every mentor should recognize and embrace the work that they do involving young people and adults who come from diverse social identities that include race, religion, national origin, ethnic origin, age, sexual orientation, gender identity and ability. In a community that is always evolving in language, values, culture, beliefs, personalities and life experiences, we want our mentors to be open to this diversity as well as seek opportunities to engage in intentional, focused ways.

### TRAUMA-INFORMED MENTORING

Audience: Any adult in a mentoring program

2 hours

This session recognizes that both caring adults and mentees are all experiencing trauma in different ways. We want to help mentors be equipped with the tools they need to both understand trauma and help young people cope with it. This two-hour training will discuss the impact of the development of a young person's brain and then share how to apply these understandings to strengthen youth resiliency via the mentoring relationship.

## COMBATTING WHITE SAVIORISM

Audience: Any adult in a mentoring program

2 hours

Unfortunately, there is a power dynamic within mentoring programs that can create racial inequity unintentionally. That said, we want to explore how mentoring relationships and program's moral obligation to do no harm to the youth and families engaged in their mentoring relationships and programs. In this workshop, participants understand what white saviorism looks like as well as the harmful impact it has on young people. Participants will develop the ability to recognize white saviorism in mentoring relationships and programs and explore concrete strategies to combat its harmful effects.

## EXPERIENCED MENTOR TRAINING

### ESSENTIALS TRAINING: A Curriculum for People Who Mentor Black and Latino Young Men & Boys

Audience: Any adult in a mentoring program working with young African American and Latino boys

6 hours

**Framing and Purpose:** The framing of this curriculum is intentional in its focus on young Black men and boys. Even the choice of words, men and boys vs males, was done to make it clear that (1) this training is rooted in a specific racial and gender lens, and (2) it is important to recognize the mentee's humanity by speaking about young Black men and boys using their personhood ("boys and young men"), and not their biological function ("males"). The language throughout the training and curricula thus works to ensure that those who provide the training and receive it are part of the narrative re-shaping that must occur in all mentoring relationships with young Black men and boys. The guiding purpose of the training is to go one step beyond "cultural humility" and strengthen practices of those who mentor young Black men and boys, incorporating voices from practitioners and researchers.

**Structure & Objectives:** The modules are structured to enable mentors to thoughtfully navigate a series of facilitated critical conversations on the issues of race, class, and privilege. In addition, facilitators will share tools, insights, and lessons learned designed to enhance the competency of mentors working with young Black men in their programs. The training objectives are to:

- Move mentors beyond cultural humility and towards integration of critical consciousness for both the mentor and the young Black men that they mentor.
- Build the capacity of mentors to meet their mentees "where they are" while also embracing existing natural (informal), familial and societal structures to support the mentor-mentee relationship.
- Gain a greater understanding of key research and approaches to developing a critical consciousness model into their mentoring approach with the young Black men they mentor.

### CONNECT FOCUS GROW

Audience: Any adult in a mentoring program working with young African American and Latino boys

6 hours

This training is designed to encourage a mentoring mindset, while engaging with others. The focus of the training is to equip mentors, workplace supervisors and youth with the skills needed to successfully navigate a mentorship experience. This training is designed to be highly interactive and aligned with effective adult education practices.

The standard 3-hour workshop includes:

**Connect:** This content will offer tangible strategies and tactics to help mentors, workplace supervisors, and youth build trust and rapport with one another. We'll also review the best ways to support, encourage and celebrate youth by leveraging the basics of positive youth development. We will integrate a focus on cultural awareness and humility, equipping mentors with tools and the opportunity to reflect on potential biases that may limit success in mentorship experiences.

**Focus:** This content will provide mentors, workplace supervisors, and youth with tools and activities to leverage how to set goals and create action plans to achieve those goals. We will integrate effective coaching techniques so that mentors and workplace supervisors are not directing the goal-setting process

with mentees, but rather creating a safe and structured space to reflect on and prioritize short and long-term goals.

**Grow:** This content will review effective practices for giving and receiving feedback as well as dealing with common challenges in building relationships between mentors, workplace supervisors, and mentees. It will equip mentors and workplace supervisors with useful strategies for cultivating and practicing a growth mindset.