



# Mentor Relationships



## Goals of this seminar:

- Discuss the benefits of having a mentoring relationship.
- Define different types of mentors.
- Identify ways to find a mentor.
- Reflect on what a mentorship should look like in practice and understand that may vary for different people.
- Create an action plan to develop a mentorship.

## Fraternity Values:

- Lifelong Commitment
- Integrity
- Personal and Intellectual Growth
- Sincere Friendship

**Suggested Facilitator:** Vice President Community Relations, Director Lifelong Membership

## Room setup/materials needed:

- Intro – Option 1: Space for members to complete a “four corners” activity with the character names printed on a piece of paper and hung in the room; if conducting virtually, you will need to use breakout rooms on Zoom.
- Intro – Option 2: Projector/TV screen to show video.
- Part 1: Space for members to spread out into small groups or pairs, with a large piece of paper and marker for each group/pair; if conducting virtually, you will need to use breakout rooms on Zoom. Each group/pair can create a slide.
- Part 2: Space for members to separate into two groups; if conducting virtually, you will need to use breakout rooms on Zoom.
- Optional: Invite alumnae members in the area to join as potential mentors and to answer questions along the way of how to form a mentor relationship.

## Getting started:

- The facilitator should walk through this seminar prior to presenting it to make sure they're comfortable with the material.
- Talking points are indicated with normal font and in quotation marks. Please use these as speaking guidelines but be sure to make the presentation your own.
- Facilitation instructions are indicated with italicized font. These are hints you might find helpful when administering the material. Most importantly, have fun! The more excited and engaged you are, the more participants will be.

≡ Introduction: Mentor Relationships

≡ Part 1: Mentor Relationships

≡ Part 2: Mentor Relationships

≡ **Conclusion: Mentor Relationships**

≡ **Participant Activities**

# Introduction: Mentor Relationships

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## Understand the Role of a Mentor

“ Thank you all for being here! Today, we will discuss mentorship. You may have experienced Pi Phi’s What Is Mentoring? and How to Be a Mentor workshops during the big sister/little sister process (or you might experience them soon). Today’s workshop will broaden the conversation about mentorship and give you the opportunity to think about what a mentoring relationship might look like outside Pi Beta Phi.

I ask that everyone do a few things to make our time together the best it can be:

- Please make sure you’re staying off your phone during the seminar, unless asked to use it for an activity. If you need to check your phone during this time, please let me know. Let’s all commit to focusing on this time with our sisters.
- Remember that everyone draws from a different set of experiences, so it’s important to listen to understand.

Does anyone have anything else to add about expectations before we get started? ”

*Give members the opportunity to share any ideas they may have.*

“ Great! Before we jump into our first activity, let’s talk about what mentorship means. It’s important that we’re all on the same page about our definition before we continue. I’d like a few people to share with the group what mentorship means to them. ”

*Listen to members’ definitions and ensure the group has a common understanding.*

“ Those are all great thoughts! While the word “mentor” originated hundreds of years ago, the concept has definitely evolved since then. Now that we’ve decided what it means to us, let’s move on to our first activity. ”

**OPTION 1: EXAMPLES OF MENTORS...**

**OPTION 2: MENTORSHIP VIDEO**

*This option is better for a chapter with space to move around or a chapter without access to a TV/projector.*

“ Just like a romantic, friendship or familial relationship, there are many examples of mentorships in TV shows, movies and books. Some of these mentorships might be positive examples, while others display significant challenges.

We’re going to play a quick game of mentor-themed “four corners” to think more about this. For each round, I will ask the group a question. There will be four character options for each question, corresponding with the designated four corners of the room. There are no right or wrong answers, but be ready to explain why you chose that corner. ”

*Plan ahead: Select your questions and characters in advance. You may want to use different characters as answers for each question to provide a variety of examples.*

*Once members arrive in their corner, ask them to discuss in their group why they chose the character for this question. After a couple of minutes, ask for members to share aloud with the larger group.*

*Virtual Note: If you’re conducting this seminar virtually, you can utilize four breakout rooms to simulate the “four corners.” Each breakout room can be hosted by a member of the Chapter Leadership Team, who should ask the members why they chose that room.*

“Examples of questions:

1. Which of the following characters would you want to be your mentor?
1. Which of the following characters do you think is the best mentor?
1. Which of the following characters wouldn't be a good fit as your mentor?
1. Which of the following mentor/mentee pairings do you think have the best relationship?

Character examples:

*Note: Feel free to edit this list to ensure examples are relevant for your chapter!*

1. Yoda and Obi-Wan Kenobi from “Star Wars”

1. Professor Dumbledore and Hagrid from "Harry Potter"

1. Gandalf from "The Lord of The Rings"

1. Haymitch from "The Hunger Games"

1. Mary Poppins

1. Glinda from "The Wizard of Oz"

1. Mr. Miyagi from "The Karate Kid"

1. Genie from "Aladdin"

1. Mushu from "Mulan"

1. Chef Gusteau from "Ratatouille"

1. Mufasa from "The Lion King"

1. Dr. Bailey from "Grey's Anatomy"

1. Olivia Pope from "Scandal"

1. Leslie Knope and Ron Swanson from "Parks & Recreation"

1. Michael from "The Good Place"

1. Mentors on reality TV shows (like "Queer Eye," "The Voice" or "Survivor")

Now that we've had a chance to think about examples of these relationships, let's dig a little deeper. How did having a mentor impact these characters? ”

*Listen to members share their ideas.*

“ Let's take it a step further. How do you think a mentor can impact people in real life? ”

*Listen to members share their ideas. If they're stuck, ask about specific areas of life that could be impacted, such as work, social life, health, etc.*

OPTION 1: EXAMPLES OF MENTORS...

OPTION 2: MENTORSHIP VIDEO

*This option is better for chapters with access to a TV/projector.*

*“ We're going to watch a short video about the importance of mentorship for women. ”*

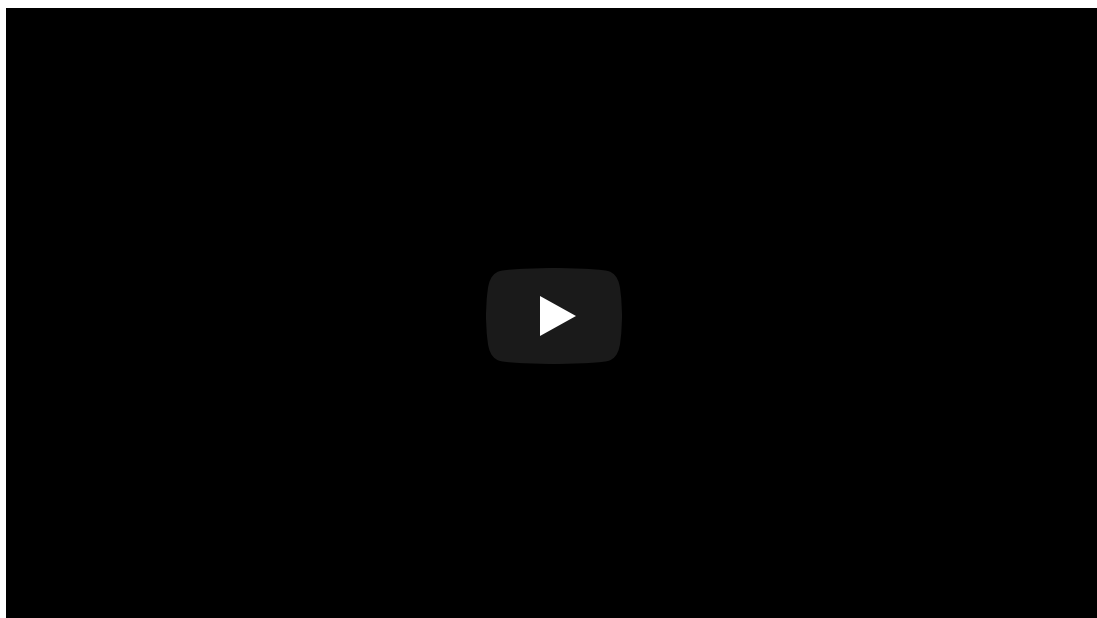
*Play the video for your members.*

*“ Let's talk about our immediate reactions to the video. ”*

*Listen to members share their ideas and guide the conversation with follow-up questions like:*

- *Why does mentorship matter? Why does it matter for women?*
- *What might some of the benefits of mentorship be?*

 YOUTUBE



## TED & Allergan "The Power of Female Mentorship" (TEDWomen 2016)

Allergan filmed this inspiring piece of content at TEDWomen 2016 to better understand how the important the role of Mentorship is to women.

**[VIEW ON YOUTUBE >](#)**

**CONTINUE**



# Part 1: Mentor Relationships

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## How to Find a Mentor

“ Now that we have discussed the ways in which mentorships can be beneficial, we are going to identify types of mentorships and how to find a mentor for yourself.

To start, can you all list the types of mentorship possible in a person’s life? Keep in mind you may have multiple mentors in different areas of your life, and throughout your life those mentors may change. ”

*Use a flip chart on the wall to list members’ responses. If members need inspiration, here are a few examples: career, Pi Phi, campus involvement, personal, peer, spiritual, etc.*

*Virtual Note: you can invite members to share aloud, in the chat or even record the list on a blank document while sharing your screen.*

“ This is a great list! As we continue our discussion on finding a mentor, start to ask yourself in which of these areas you might benefit most from having a mentor.

In her book “Lean In,” Sheryl Sandberg discusses mentorship by saying, “If you have to ask the question [are you my mentor?] then it is probably a no. When someone finds the right mentor, it is obvious.” Asking this question or chasing a mentor can lead to a forced mentorship that rarely works for both parties. Sheryl explains the many mentorships in which she has found value were formed more naturally, and “studies show that mentors select proteges based on performance and potential.” She concludes we should rethink the way young women are told, “Get a mentor and you will succeed,” and instead tell them, “Excel and you will get a mentor.”

Where might you find a mentor? ”

*Ideas include personal networks like family, friends, professors, social media like LinkedIn, Pi Phi alumnae, student organizations, etc.*

“ What actions could be taken to start a mentoring relationship? ”

*Ideas include joining a formal mentoring program, joining a professional organization, connecting with co-workers at internships, asking questions of potential mentors to show you have done your research, connecting with people to get to know them first, etc.*

“ What might be some barriers to accessing a mentor? ”

*Ideas include lack of knowledge about how to find and/or maintain a mentoring relationship, difficulty finding a mentor that understands your unique identities and needs, a lack of examples of mentoring relationships in your life, etc. Consider how it may be easier or harder for people from different groups and backgrounds to find a mentor.*

“ How might you help your sisters find and build mentoring relationships? ”

*Ideas include connecting sisters with potential mentors you know, scheduling time to check in on how your mentoring relationships are going, etc.*

OPTION 1: SMALL GROUP DISCUSS...

OPTION 2: PARTNER DISCUSSION

*This option is better for small- to medium- sized chapters who may be able to have small group discussions if the space allows.*

“ We’re going to break into small groups based on the type of mentorship which is currently most relevant to you. Each group will be given a large piece of paper to talk about the purpose of that type of mentorship, what guidance and assistance you might seek from that type of mentor and how you might find that type of mentor. ”

*Give participants a minute to review the list of mentorship types they created and then split them into groups. If a specific group is too large, you can have multiple groups for the same type (i.e., several groups might discuss professional mentorships). When conversations are finishing up, bring the group back together to conclude the activity.*

“ As we come back together as a group, can I ask three groups to share what they discussed about their mentorship type? ”

**OPTION 1: SMALL GROUP DISCUSS...**

**OPTION 2: PARTNER DISCUSSION**

*This option is better for medium- to large- sized chapters where group discussions may be harder to execute.*

“ We’re going to pair up and discuss what type of mentorship is currently most relevant to you. I will provide three questions for your discussion. The first person should start by sharing while the other listens and provides input, suggestions or questions where they can. ”

*Give members a minute to pair up and then ask them to discuss the following four questions . Give pairs time for each member to share with the other — about five to seven minutes. When conversations are finishing up, bring the group back together to conclude the activity.*

*Members can use the online Leading with Values module to reference each question they need to keep in mind. Send them the link to this seminar and direct them to the "Participant Activities" tab on the left side. There, they will find the questions below.*

1. What type of mentorship would be most beneficial to you right now?
1. What is the purpose of that type of mentorship?
1. What guidance and assistance might you seek from that type of mentor?
1. How might you find that type of mentor?

“ As we come back together as a group, can I ask three people to share what they discussed with their partner? ”

CONTINUE

## Part 2: Mentor Relationships

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### What should a mentorship look like?

“ Now that we’ve talked about the different types of mentorships that can be beneficial in your life, let’s discuss what a mentorship should look like in practice.

Sheryl Sandberg refers to mentorship as “often a more reciprocal relationship than it may appear.” She explains “the mentee may receive more direct assistance, but the mentor receives benefits too” and “When [the mentee/mentor relationship is] done right, everybody flourishes.”

When developing a mentorship, it is important to take time for personal reflection to determine how to make it the best it can be for both you and your mentor. Your mentorship may look different depending on skills and personality traits, or the area of your life most relevant right now, like career mentorship versus a spiritual mentorship.

According to Forbes, here are 10 tips for a successful mentorship. Can I have one volunteer reader for each of the 10 tips? ”

*Select a new volunteer reader for each of the 10 tips, or have the first volunteer pick the next and continue in this way until all 10 tips have been read aloud. Members can either read from your script, be directed to this section in the seminar guide or you can display these tips on a screen for them to read.*

“ 10 Tips for a Successful Mentorship:

1. **Clarify your expectations.** Make sure you are on the same page about goals, time commitment and what you are both looking to get out of the program. Take time to reevaluate these goals as

needed.

1. **Confirm logistics.** Decide how you will hold meetings (live, by phone or by video) and how often they will take place.
1. **Help your mentor help you.** Your exact needs may change over the course of the mentorship, so be specific about the help and advice you may be seeking.
1. **Take the initiative in scheduling.** Take time to set meetings in advance, ask your mentor how far in advance you should follow up, then set calendar events with reminders for both of you.
1. **Respect your mentor's time.** Arrive on time to your meeting, prepare and stick to an agenda, and show effort in-between meetings so your mentor feels like it is time well spent.
1. **Don't ask for too much too soon.** Start by asking questions of the mentor to get to know them before building up to more complex or time-intensive requests.
1. **Have fun.** Meetings should not be all business; there should also be a focus on getting to know each other to help you build trust.
1. **Keep your mentor informed.** Keep your mentor updated as your situation changes, especially if it shifts your focus for the mentorship.
1. **Have a plan for when things go wrong.** Be prepared in case the mentorship does not go as planned and find a way to resolve or adjust.
1. **Reciprocate and give back.** Ask your mentor how you can help them and find ways you can mentor others and share the knowledge you have gained.

“ One tip we haven't mentioned yet is that you may want to find a mentor who holds similar identities to you. They've potentially experienced life events that you could or will relate to and could have great advice on how to navigate those. There is value in having a mentor who can empathize with your experiences, and this is often easier when you have shared or similar identities.

We will now split into two groups. Members who do not currently have a mentor will be Group 1; members who have at least one mentor will be Group 2. ”

*Virtual Note: Use breakout rooms to split members into these two groups.*

**GROUP 1: MEMBERS WITHOUT MENT...**

**GROUP 2: MEMBERS WITH MENTORS**

*This group is for members without a mentor relationship.*

*Ask them to discuss the following questions with their groups. They can view these questions in the Participant Activities tab on the left side of this seminar.*

“ Those of you who do not currently have a mentor should take a few minutes to discuss the following questions:

- What do you hope to gain from your first mentorship?
- How much time would you expect your mentor to dedicate to the relationship?
- What challenges might you encounter in looking for this mentor and starting the relationship? How might you work through those? ”

*After a few minutes of discussion, bring everyone back together.*

**GROUP 1: MEMBERS WITHOUT MENT...**

**GROUP 2: MEMBERS WITH MENTORS**

*This option is better for chapters who need an advanced level of conversation on empathy and would be equipped to engage in discussion surrounding their personal lives.*

*Ask them to discuss the following questions with their groups. They can view these questions in the Participant Activities tab on the left side of this seminar.*

“ Those of you who have at least one mentor should take a few minutes to reflect on your mentorships.

- Share what type(s) of mentor(s) you have and how you started the relationship(s).
- What is going well in your current mentorship(s)?
- How could your current mentorship(s) be improved?
- What additional mentor(s) might be beneficial for you?
- How can you help another sister find a mentor? ”

*After a few minutes of discussion, bring everyone back together.*

**CONTINUE**



# Conclusion: Mentor Relationships

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## Taking Action

“ To get you started in finding your first mentor or another mentor, let's talk through ways to acquire a mentor:

- Reach out to the campus/university alumni association
- Talk with our Alumnae Advisory Committee or Chapter House Corporation
- Contact our local alumnae club
- Search for people in your network on LinkedIn
- Connect with a professor or trusted staff/faculty member on campus
- Join an organization that aligns with your passions and reach out to the advisory board

Do these feel attainable to you? It can all start with a conversation about your dreams for the future and needs for the moment and all it takes is the willingness of someone to help guide you through that.

To wrap up today's seminar, let's take a look at what we've talked about today and turn it into actionable steps. ”

**OPTION 1: GROUP REFLECTION**

**OPTION 2: INDIVIDUAL REFLECTI...**

*This reflection is for members without mentors.*

“ Those of you who do not currently have a mentor should take a few minutes to write down the following:

- The type of mentor you will look for
- Three ideas about who might be a good mentor for you
- Three steps you can take toward a mentorship ”

*The above points of reflection can be viewed in the Participant Activities tab on the left side of this seminar.*

*Give participants a few minutes to jot down their ideas.*

**OPTION 1: GROUP REFLECTION**

**OPTION 2: INDIVIDUAL REFLECTI...**

*This reflection is for members with mentors.*

“ Those of you who currently have at least one mentor should take a few minutes to write down the following:

- The next type of mentor you will look for
- Three ideas about who might be a good additional mentor for you
- Three steps you can take toward an additional mentorship

If you're not ready to look for another mentor just yet, then take a few minutes to write down:

- Three ideas about how to show appreciation for your mentor(s)
- Three ideas about how you can connect others with a mentor, based on your personal connections and experiences
- Three ideas about how you can use what you've learned about mentorship to mentor your sisters or peers ”

*The above points of reflection can be viewed in the Participant Activities tab on the left side of this seminar.*

*Give participants a few minutes to jot down their ideas.*

“ There’s one last step! Put a reminder in your planner, phone or computer calendar for one month from today. This will serve as a check-in point to reflect on what you’ve been able to work toward by that time and what you’d still like to do. We will return to the ideas you wrote down at that week’s chapter meeting. ”

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**“ Thank you all for your participation in the seminar today. I hope you were able to take away helpful information on finding and maintaining a mentor to help you develop to your fullest potential!**

”

## Survey

Provide the following link to four members of your chapter, one from each class. You and those four members will complete the Leading with Values seminar survey to provide feedback to Pi Beta Phi.

[pibetaphi.org/lwvfeedback](http://pibetaphi.org/lwvfeedback)

## References

“Lean In” by Sheryl Sandberg

[Ten Tips For A Successful Mentorship \(forbes.com\)](http://forbes.com)

FINISH

# Participant Activities

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## Part 1, Option 2 Discussion

## Option 2 Discussion Questions

Discuss the following questions with your partner.

## Question 1

### Question 1

What type of mentorship would be most beneficial to you right now?

## Question 2

### Question 2

What is the purpose of that type of mentorship?



### Question 3

## Question 3

What guidance and assistance might you seek from that type of mentor?

## Question 4

### Question 4

How might you find that type of mentor?

Be prepared to discuss your findings with the large group.

## **Part 2, Group 1 Discussion**

## **Group 1 Discussion Questions- Members without Mentors**

Discuss the following questions with your group.

## Question 1

### Question 1

What do you hope to gain from your first mentorship?

## Question 2

### Question 2

How much time would you expect your mentor to dedicate to the relationship?

### Question 3

## Question 3

What challenges might you encounter in looking for this mentor and starting the relationship? How might you work through those?

Be prepared to discuss your findings with the large group.

## **Part 2, Group 2 Discussion**



## **Group 2 Discussion Questions- Members with Mentors**

Discuss the following questions with your partner.

## Question 1

### Question 1

Share what type(s) of mentor(s) you have and how you started the relationship(s).

## Question 2

### Question 2

What is going well in your current mentorship(s)?

### Question 3

## Question 3

How could your current mentorship(s) be improved?

## Question 4

### Question 4

What additional mentor(s) might be beneficial for you?

Be prepared to discuss your findings with the large group.

## Conclusion, Group 1 Individual Reflection

- 1 The type of mentor you will look for
- 2 Three ideas about who might be a good mentor for you
- 3 Three steps you can take toward a mentorship

## Conclusion, Group 2 Individual Reflection

- 1 The next type of mentor you will look for
- 2 Three ideas about who might be a good additional mentor for you
- 3 Three steps you can take toward an additional mentorship

**If you're not ready to look for another mentor yet, then take a few minutes to write down:**

1

Three ideas about how to show appreciation for your mentor(s)

2

Three ideas about how you can connect others with a mentor, based on your personal connections and experiences

3

Three ideas about how you can use what you've learned about mentorship to mentor your sisters or peers

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Thank you for engaging in this seminar, today! Please fill out this survey to give feedback on this *Leading with Values* seminar:  
Mentor Relationships

[Complete the Leading with Values survey.](#)

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