

Civil Air Patrol



Mentoring

Bobbie-Jean Tourville



Who might be the better mentor?



or





Mentoring

- **Definition (USAF):** a relationship in which a person with greater experience and wisdom guides another person to develop both personally and professionally. This relationship will help achieve mission success and help and motivate Airmen to achieve their career objectives.
- **Definition (CAP):** an informal relationship fostering free communication about performance among superiors and subordinates without fear or reprisal.



Mentor

... a trusted counselor or guide, tutor or coach.



Who might be the better mentor?



or





Roles of Mentoring

Mentor	Mentee
Teacher	Novice
Coach	Apprentice
Champion	Journeyman
Sponsor	Master
	...then mentee becomes a mentor

Source: Susan Fowler Woodring



Who might be the better mentor?



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Mentors look for...

- Good raw material/potential
- Dedication
- Common values
- Willingness
- Loyalty
- Good social skills
- Initiative



Mentees look for...

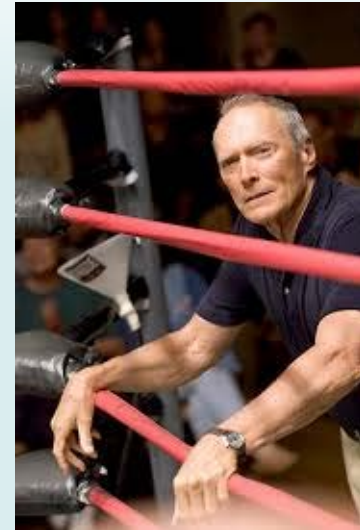
- Someone they identify with
- Patience
- Loyalty
- Competence
- Shared values
- Willingness to listen and teach
- Nonjudgmental
- Someone who is respected and who feels secure themselves
- Motivation



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Big things to remember

- Mentoring relationships evolve
- Mentoring takes time and effort for both parties
- Mentoring doesn't just happen at the meetings
- Mentoring doesn't happen by IM or text
- Mentoring takes work on both sides
- Mentoring is not a friendship... but can develop into very rich friendships later on.



Who might be the better mentor?



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Question #1

Are we making a mountain out of a molehill?



Question #2

Do we already “do” mentoring well?

- If so, where?
- If not, why not?



Question #3

- What can be done better?
 - As individuals
 - As squadrons
 - As wings
 - Nationally



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A nighttime photograph of the Anaheim Marriott hotel. The hotel's facade is illuminated with warm lights, and a prominent red neon sign is visible on the upper left. In the foreground, a large, curved fountain with a stone wall and palm trees is lit up. The sky is dark blue.

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