

24 September 2003

Gender Equity Project Colloquia and Workshops

Sponsoring and Being Sponsored Activities and Discussion

Handouts: *Becoming your own best mentor: Selecting a mosaic of mentors* (McCauley & Martineau, 1998)

Building a mentor mosaic (Williams, 2003)

Read: *Working with a mentor: 50 Practical suggestions for success* (Abbot, 2001)

Being an effective mentor: 101 Practical suggestions for success (Abbott, 2001)

[Returning associates received these handouts last year. If you need another copy please e-mail the GEP.]

Discussion questions

Did you find any of the suggestions offered by Abbott to be particularly relevant to your mentoring relationships? Which ones?

1. Why did you think these suggestions were especially helpful?
2. Do you think you could incorporate any of Abbott's suggestions into your current mentoring relationships?

Activity 1: Think about some of the ways in which your sponsor is not or has not been as helpful as you would like (e.g., he or she doesn't read enough of your work). If you like, write them out and then ask yourself the following questions:

1. Have I spoken to my sponsor about these concerns?
2. Do I ask for help when there is something particular I need my sponsor to help me with?
3. Do I feel comfortable asking my sponsor for help?

Choose one of the areas in which you would like more help from your sponsor. Working with a partner, role-play different ways you might approach your sponsor to ask for assistance.

Activity 2: In a group of three, discuss which of the support roles listed on the *Becoming your own best mentor* handout are most appropriate for your sponsor to fulfill. In making your assessments consider your sponsor's official responsibilities, the nature of your relationship, and what you can and cannot reasonably expect from him or her.

Take home exercise: Although sponsors are meant to facilitate your career development, no one person can completely fulfill all the instrumental, instructional, and psychosocial functions we ascribe to mentors. Some research suggests that having multiple mentors, or a network of mentors, is more effective and beneficial than relying on a single person to provide all of one's support needs (Higgins & Thomas, 1999). Use *Becoming your own best mentor* as a guide to start thinking about your own "mentor mosaic"; then complete the *Building a mentor mosaic* worksheet. In the first column list your various support needs. In the second column list the person(s) best suited to fulfill these needs. In the final column, generate a scenario in which you could begin to establish a relationship with each person (e.g., invite them to a talk you are giving, ask them to read a draft of your work, send an e-mail, etc.).

References

- Abbot, I. O. (2001). *Being an effective mentor: 101 practical strategies for success*. Washington, DC: National Association for Law Placement.
- Abbot, I. O. (2001). *Working with a mentor: 50 practical suggestions for success*. Washington, DC: National Association for Law Placement.
- Higgins, M. C. & Thomas, D. A. (2001). Constellations and careers: Toward understanding the effects of multiple developmental relationships. *Journal of Organizational Behavior*, 22, 223-247.
- McCauley, C. D. & Martineau, J. W. (1998). *Becoming your own best mentor: Selecting a mosaic of mentors. Reaching your developmental goals: Ideas into action guidebooks*. Greensboro, NC: Center for Creative Leadership.
- Williams, N. (2003). *Building a mentor mosaic*. [GEP Sponsorship Program Workshop handout]. Gender Equity Project, Hunter College.