

Connect | Focus | Grow: Leveraging the Power of Relationships

March 21, 2024

Tamice Spencer-Helms



Today, we activate a movement across sectors that is diverse and broad and seeps into every aspect of daily life. We are connecting and fueling opportunity for young people everywhere they are from schools to workplaces and beyond.





MENTOR

VIRGINIA

Mission

MENTOR Virginia's mission is to foster quality mentoring relationships that empower, elevate, and encourage young people.

Vision

Every young person in Virginia who needs a mentor will have a trained mentor.



MENTOR

When you hear the word Mentoring, what comes to mind?



Responses are anonymous

Join by Web Pollev.com/tamicespencerhelms405

Join by
Text

Send [tamicespencerhelms405](https://Pollev.com/tamicespencerhelms405) and your message to
[22333](https://Pollev.com/tamicespencerhelms405)



MENTOR



Connect

Focus

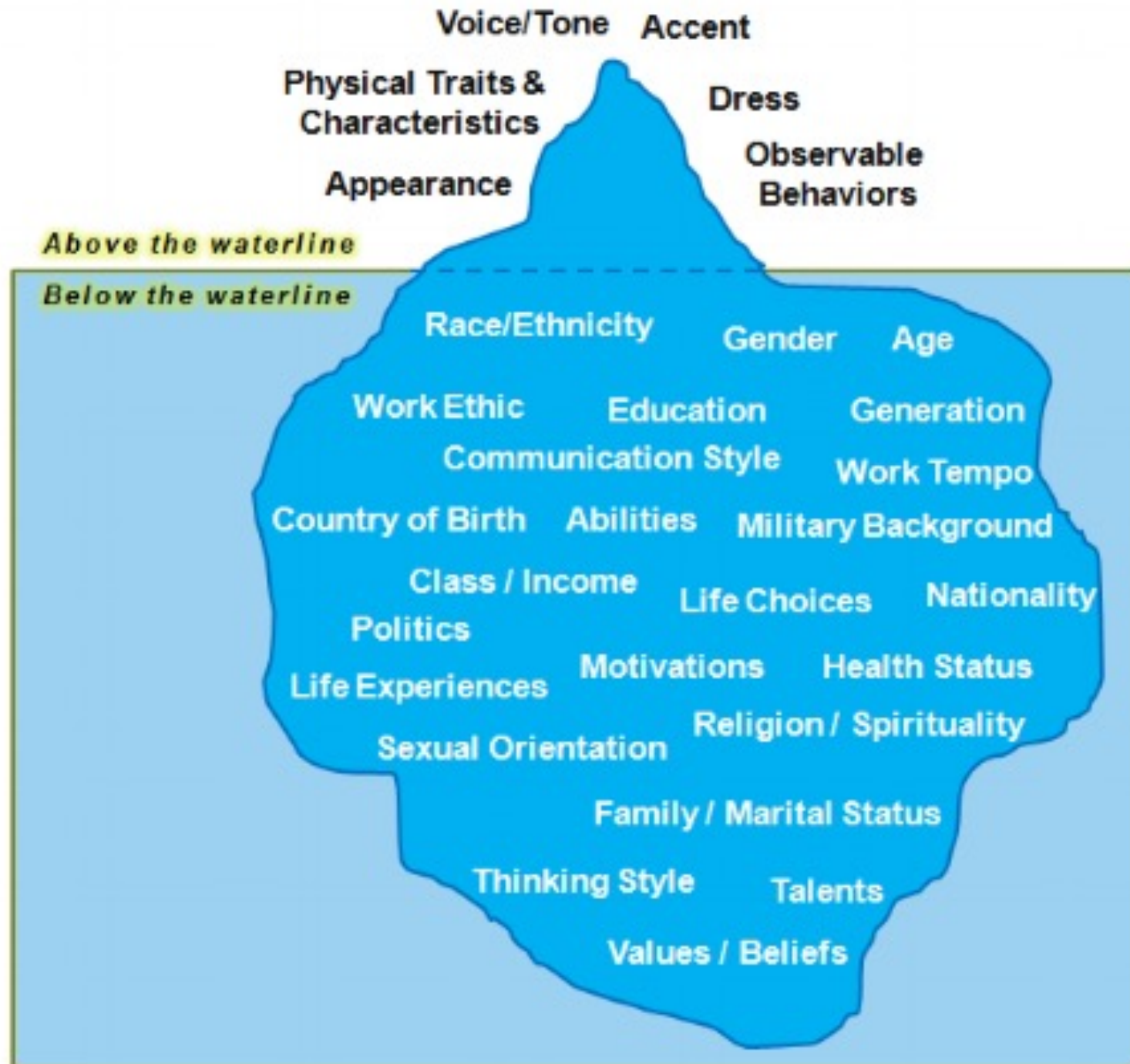
Grow



MENTOR

Have You Ever...?





MENTOR

GROUP ACTIVITY

- Why Are You Here Today?
Name Something You've Done Wrong or Failed At This Week.
Name one thing you've done this week that wasn't mandatory, just enjoyable.
Name a time this week where you have asked for help?





Connect



Focus

Grow



Connect

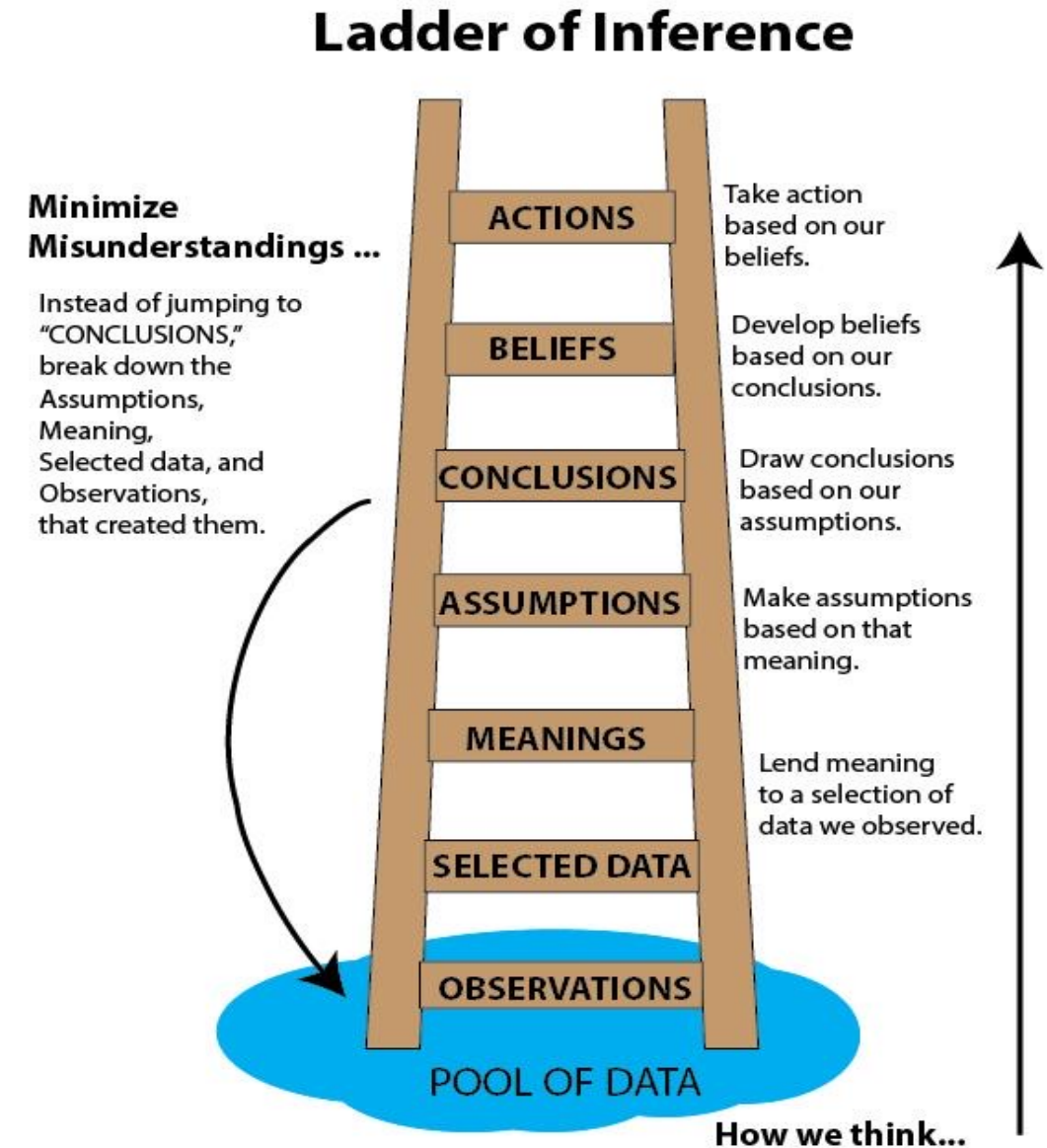


Focus

Grow

Questions to consider...

- What assumptions am I making?
- Why do I think that?
- What does the data tell me?
- What am I missing?
- Can you tell me more?
- What do I need to make a decision?

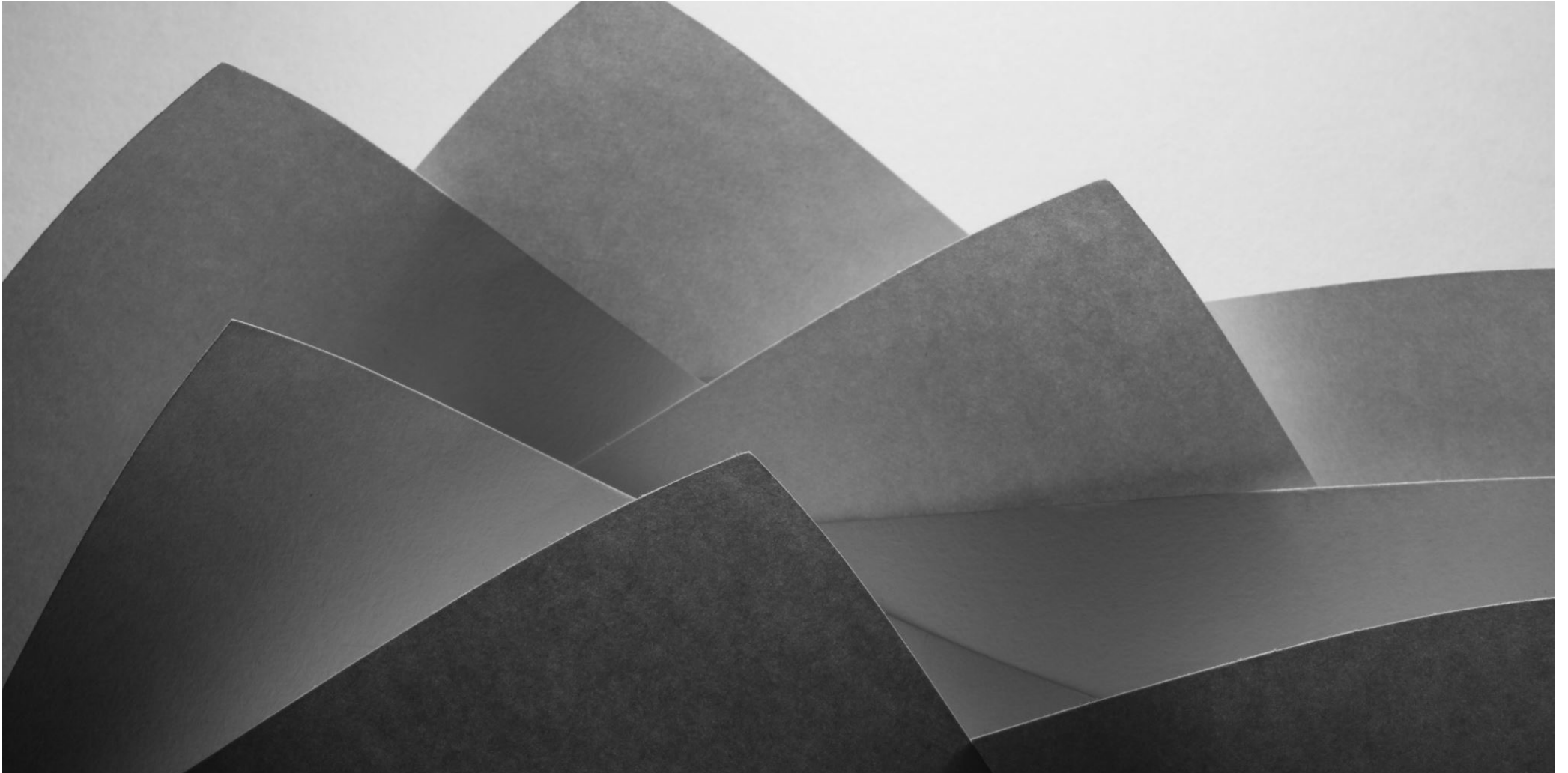


Model developed by Chris Argyris



BREAK **5 minutes**

The Five Whys



Goals Support Worksheet

Actions	Supporters	Schedule	Challenges	Motivators	Qualities
<i>What steps will you do for your goal?</i>	<i>Who will support and check-in with you?</i>	<i>How long will it take? Have any deadlines?</i>	<i>Potential things that can get in the way?</i>	<i>What keeps you focused?</i>	<i>What are your values that will help you?</i>
Short Term Goal (3-6 months):					
Long Term Goal (1-5 years):					



Goals Support Questions

- What are some concrete goals you can set to foster the best possible supportive relationship with mentees/interns/youth employees?
- How can you support them in the goals they have set for themselves?



Connect

Focus



Grow



MENTOR

Clap and Stop



Carol Dweck's *Mindset*

Fixed vs Growth

ability is static

avoids challenges

gives up easily

sees effort as fruitless

ignores useful criticism

threatened by others



ability is developed

embraces challenges

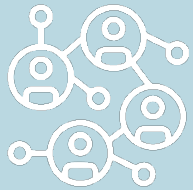
persists in obstacles

sees effort as necessary

learns from criticism

inspired by others' success





Connect



Focus



Grow

“...Death Valley isn’t dead. It’s dormant. Right beneath the surface are these seeds of possibility waiting for the right conditions to come about...if the conditions are right, life is inevitable. The real role of leadership...is not and should not be command and control. The real role of leadership is climate control, creating a climate of possibility. And if you do that, people will rise to it and achieve things that you completely did not anticipate and couldn’t have expected.”
(Sir Ken Robinson)



Thank You

STAFF EMAIL ADDRESS HERE

Online Mentoring Portal:

AFFILIATE Talent LMS URL HERE (if applicable)



MENTOR