Being A Resource to Your Protégé(s)

Mentor Roundtable Luncheon
September 4, 2015
Resource

“A source of supply or support”

“A source of information or expertise”

“Something to which one has recourse in difficulty”
The Context of Generations

An effective mentoring relationship requires that each partner understand the context of the other’s generation. It influences their values, strengths, talents, world view, and how they engage across generations.
The Context of Generations

Context is the circumstances, conditions, and contributing forces that affect how we connect, interact with, and learn from one another. Mentoring partners who understand context and difference avoid making assumptions that can upend the relationship and take it off course.
Who Are You?
Veterans/Traditionalist (1922 - 1945)

Boomers (1946 - 1964)

Generation X (1965 - 1980)

Millenials (1981 - 2000)
The Veterans

- **Key Influences:** Great Depression, WWII
- **Values include:** hard work, financial security, sacrifice, close extended family, marriage lasts a lifetime
- **Heroes:** Superman, FDR, Patton, Churchill, Babe Ruth
- **Cultural Icons:** Mickey Mouse, Jukeboxes, Flash Gordon
- **Fashion:** conservative, coats/ties, nylons, neatly trimmed hair
The Boomers

- **Key Influences:** Vietnam, civil rights, women’s careers, space race, increasing divorce rate & working mothers

- **Values include:** change, collaboration, self-fulfillment, youth, material wealth, success

- **Heroes:** MLK, JFK, John Glenn

- **Cultural Icons:** Ed Sullivan, Elvis, Slinkies, TV dinners, peace sign

- **Fashion:** designer labels emerged
Generation X

- **Key Influences:** Grew up in difficult financial times, single parent family, many “latch-key kids”
- **Values include:** Informality, fun, independence, life outside work, Street Smarts
- **Heroes:** Entertainers & Athletes
- **Cultural Icons:** ET, Cabbage Patch Dolls, The Simpsons
- **Fashion:** body piercings, tattoos, functional & trendy clothing
The Millennials

- **Key Influences:** Grew up with the Internet, Global thinking, diversity, technology
- **Values include:** Civic duty, instant gratification, tolerance, team-oriented, work/life balance, financial success
- **Heroes:** NYC First Responders, Bill Gates, Steve Jobs, Mark Zuckerberg
- **Cultural Icons:** Diverse
- **Fashion:** Casual, Diverse Hair, Diverse Clothing
WHO ARE THEY?
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Differences in generations can create conflicts
Contrasting values between generations can cause tension

“We make choices and decisions based on our value system, and differing values often lead to misunderstandings and misinterpretation.”

-Joe Bontke, EEOC Houston
### Differences in Values

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<tr>
<th></th>
<th>Veterans</th>
<th>Boomers</th>
<th>Gen X</th>
<th>Millennial</th>
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<tbody>
<tr>
<td><strong>Core Values</strong></td>
<td>• Respect authority</td>
<td>• Optimism</td>
<td>• Skepticism</td>
<td>• Realism</td>
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<td></td>
<td>• Discipline</td>
<td>• Workaholics</td>
<td>• Eliminate the task</td>
<td>• Multi-tasking</td>
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<td></td>
<td>• Duty before fun</td>
<td>• Involvement</td>
<td>• Informality</td>
<td>• Extreme Fun</td>
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<tr>
<td><strong>Education</strong></td>
<td>• A dream</td>
<td>• A birthright</td>
<td>• A pathway</td>
<td>• Optional</td>
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<tr>
<td><strong>Communication</strong></td>
<td>• Rotary Phone</td>
<td>• Touch-tone phone</td>
<td>• Cell Phone</td>
<td>• Internet</td>
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<td></td>
<td>• One-on-one</td>
<td>• Call me anytime</td>
<td>• Call me only at work</td>
<td>• Smart phones</td>
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<td></td>
<td>• Write a memo</td>
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<td>• Email/Texting</td>
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<td><strong>Work Culture</strong></td>
<td>• Team Work</td>
<td>• Personal fulfillment</td>
<td>• Tentative Loyalty</td>
<td>• Networking</td>
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<td>• Meaningful</td>
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<tr>
<td><strong>Work Is...</strong></td>
<td>• An obligation</td>
<td>• An adventure</td>
<td>• A challenge</td>
<td>• Fulfillment</td>
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<td>• Means to end</td>
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Finding Common Ground

- **Millennials/Veterans:** Enjoy teamwork
- **Millennials/Boomers:** Look for personal fulfillment in work
- **Millennials/Gen Xers:** Value family, fun, & informality
- **Millennials/Millennials:** Value success, networking, social communications
Remember...They Don’t Know What They Don’t Know

- Be the voice of experience & reason. Share your wisdom.
- Model appropriate behavior & require them to do the same. HOLD THEM ACCOUNTABLE
- Be Transparent- It’s ok to say, “I don’t know.”
Be the Compass

Challenge
Confront
Correct
Comfort
Champion
As Mentors, You Help Protégés Hit the Mark
Use Your Connections

- Personal contacts across our campuses & within the community
- Other mentors
- Mentor Handbook (online)
- Mentor Cluster Leaders
- Program Staff
Develop Goals and Objectives
Successful Matches Do Just Happen
Keys to Having A Successful Match

- Establish ground rules
- Discuss expectations
- Spend regular time getting to know one another
- Ask your protégé(s) to share their story
- Share information about those who have been impactful in your life
- Describe your past mentors (formal/informal)
- Develop S.M.A.R.T. goals together (Specific, Measurable, Action-oriented, Timely)
- Discuss what success for you will look like
- Review confidentiality agreement
Important Things to Do

- Discuss the boundaries of the relationship
  What issues/discussions are outside the scope of your relationship?

- Agree on how to handle stumbling blocks, obstacles or awkwardness
  What process should you have in place to deal with the “what-if’s?”

- Review your Mentor/Protégé Agreement and amend as necessary
  What else should be included to make the agreement work?

- Make a plan for implementing our agreement
  What are the action steps for achieving your goals?
Staying on Track

- Meet Regularly
- From time to time get your protégé(s) perspective on how things are progressing
- Evaluate your meetings and decide what you can do to make them more productive.
- Share new insights with your protégé(s)
- Encourage your protégé(s) to provide you with periodic feedback on how they are using and applying what they are learning
- Modify your goals as needed
Things to Remember

• Model the Behavior You Want them to exhibit
• Be as transparent as possible
• HOLD THEM ACCOUNTABLE
Questions
Thank you