



**Association of State Public Health Nutritionists**  
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## **Mentorship: Building Success for the Next Generation of MCH Professionals: Worksheet for March 4<sup>th</sup> Workshop**

### **A good mentor possesses the following qualities:**

1. Willingness to share skills, knowledge, and expertise.
2. Demonstrates a positive attitude and acts as a positive role model.
3. Takes a personal interest in the mentor-mentee relationship.
4. Exhibits enthusiasm in the field.
5. Values ongoing learning and growth in the field.
6. Provides guidance and constructive feedback.
7. Respected by colleagues and employees in all levels of an organization
8. Sets and meets ongoing personal and professional goals.
9. Values the opinions and initiatives of others.
10. Motivates others by setting a good example.
- 11.
- 12.
- 13.

**Definition of Mentor:** Loyal Friend and Wise Adviser (or Advisor, in this case); Someone who can assist another person with career and job issues because of their commitment to helping others in the same way they have been helped;

- 1.
- 2.
- 3.

**Purpose of a Mentor:** To provide advice and counsel on matters pertaining to their careers, including, but not limited to, the following:

1. Professional issues (based on their own experience and knowledge);
2. Personal issues (as they affect job performance and career objectives);
- 3.
- 4.
- 5.

Mentoring is a developmental relationship in which a person nurtures the professional development of another. Mentoring can create access to career opportunities, improve recruitment and retention, enrich leadership, increase adaptability in the midst of challenges, heighten professional satisfaction and decrease stress and role conflict.

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**Notes:**



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## **Get ready for our World Café on mentoring up or down:**

### **One: Mentors & Leaders: Getting ready to look for or become a mentor**

We don't see ourselves as mentors and accept leader title easier

- A. Are you ready to mentor others or do you need a mentor?
- B. What does the vision look like to reach out to find a mentor or to be a mentor?
  1. What do they offer to the vision? (Pages 29, 31, 34,)
  2. What is in the personality (chemistry) that clicks?
  3. Who is that person bringing along for the trip? (Page 35)

### **Two: How to look for someone to mentor or someone to become your mentor**

Focus on skill set that leader has and realize these skills are transferrable.

Don't confuse leadership with mentorship even though some skills are the same.

- A. Word definitions of mentor versus leader (see worksheet)
- B. What are the skills that overlap?
  1. Recognize and value other's strengths (Pages 46, 48, 53, 83)
  2. Skills versus attitudes (Pages 39, 52)
  3. Give clear directions (Pages 60, 63)
  4. Build trust (Pages 80-81)
  5. "Tone" the skills to become a mentor? (Pages 76, 12, 13, 15, 16, 66, 70-71)
  6. Transferable skills are not used the same way each time; being a mentor is a work in progress that encourages others to pass it forward (42)
- C. Review Fact and Fallacy pages (Pages 50-51)

### **Three: Move from being a leader/emerging leader to being a mentor/mentee**

Finding the best person to mentor or to become your mentor

1. Can this person be someone you work with directly?
2. Where else can you look?
3. What kind of person are you seeking?

### **Four: Developing your "ask"**

- A. Identify different levels of mentoring
  - B. Brainstorm the components of your "ask"
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