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Mission Support Alliance
Human Resources

Mentoring

“Pumpkin Spice” Edition



What are we going to talk about?

- Having The Right Interaction With Your Mentee
- Building Trust
- Fulfillment of Human Needs

Quality of Work Life

Engaged - "Involved in, enthusiastic about, and committed to their work and workplace"

% of Engagement

(as measured by Gallup)



Actively
Disengaged

19%



Not
Engaged

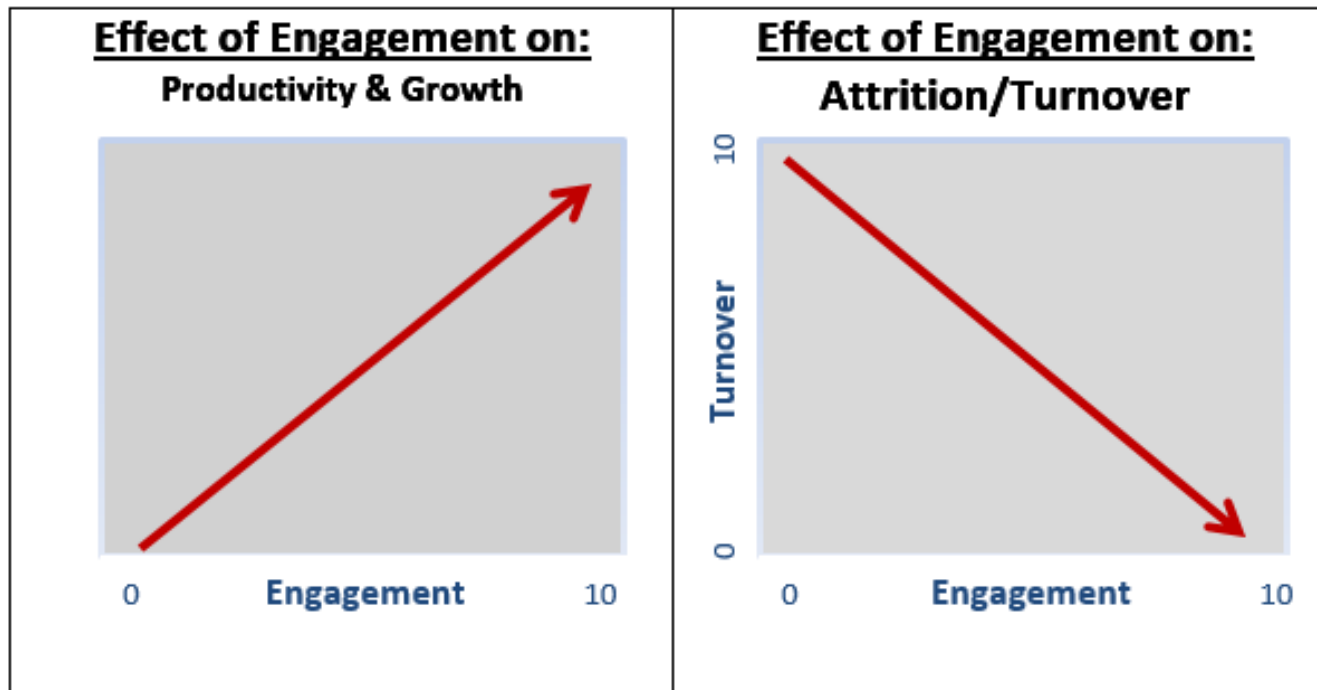
51%



Highly
Engaged

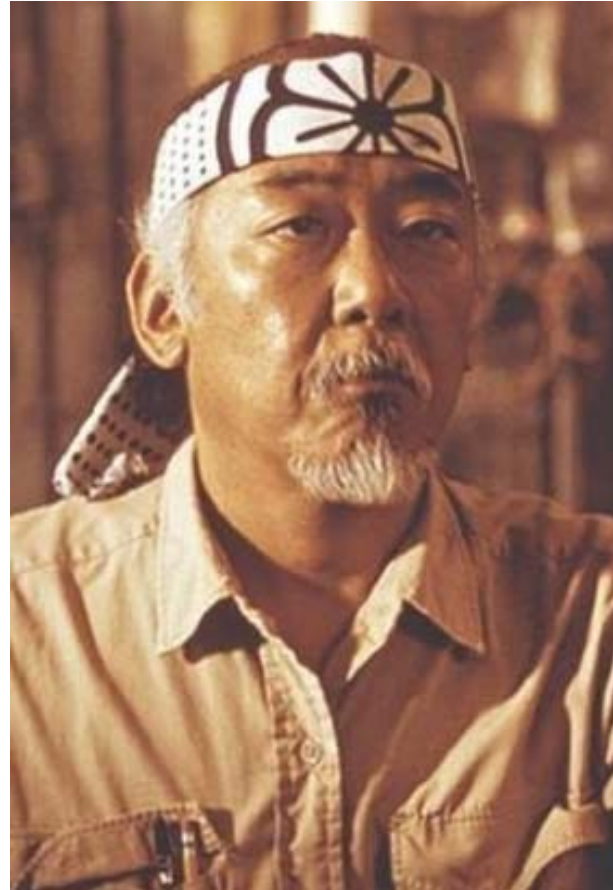
30%

Other effects of engagement



What is a Mentor?

- Father figure
- Teacher/Coach
- Friend



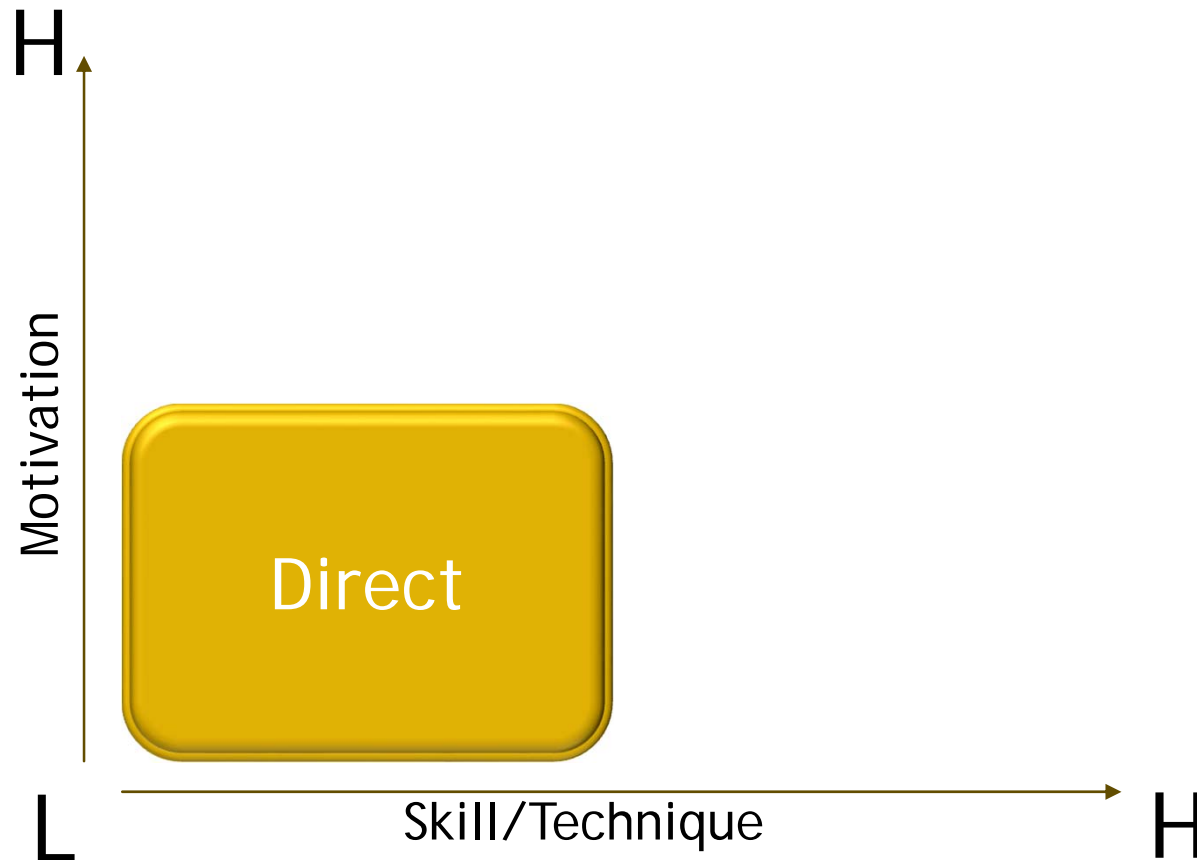
Having the Right Interaction

Different Levels of Motivation & Skill/Technique



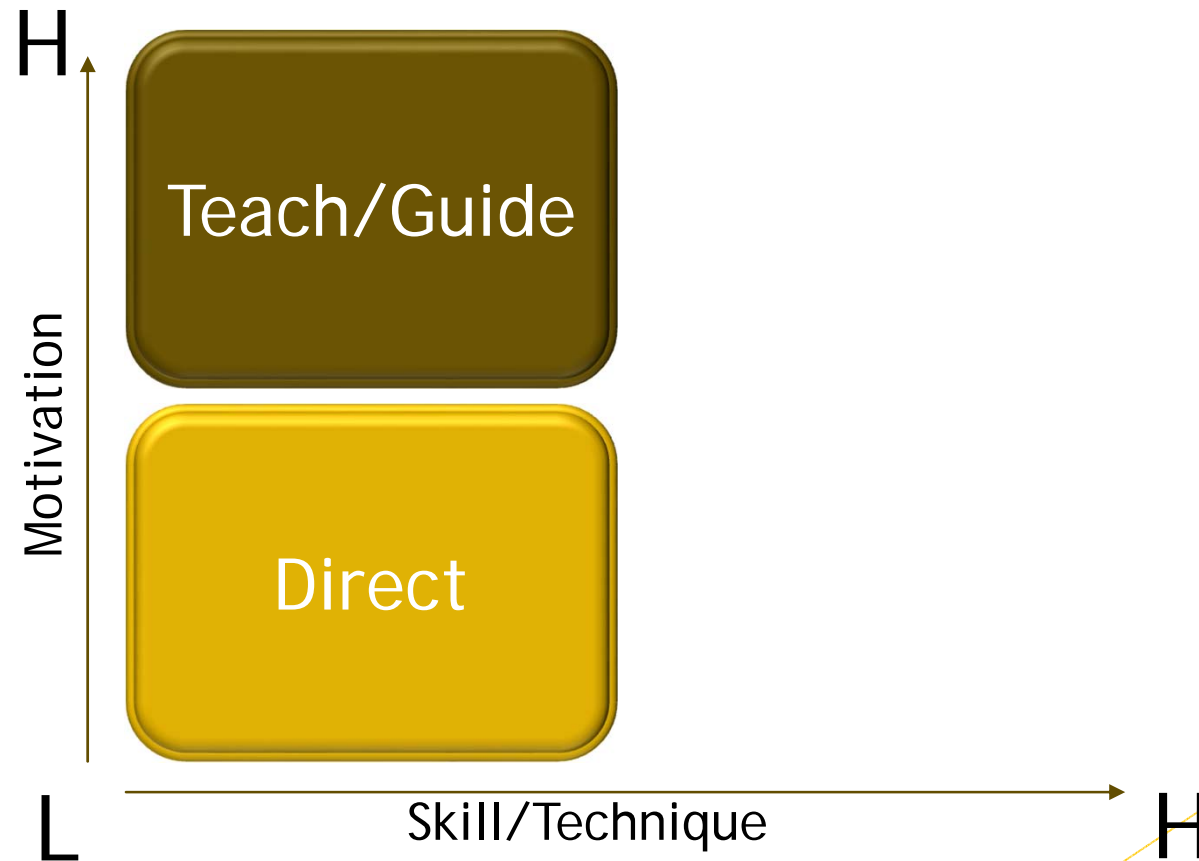


Having the Right Interaction



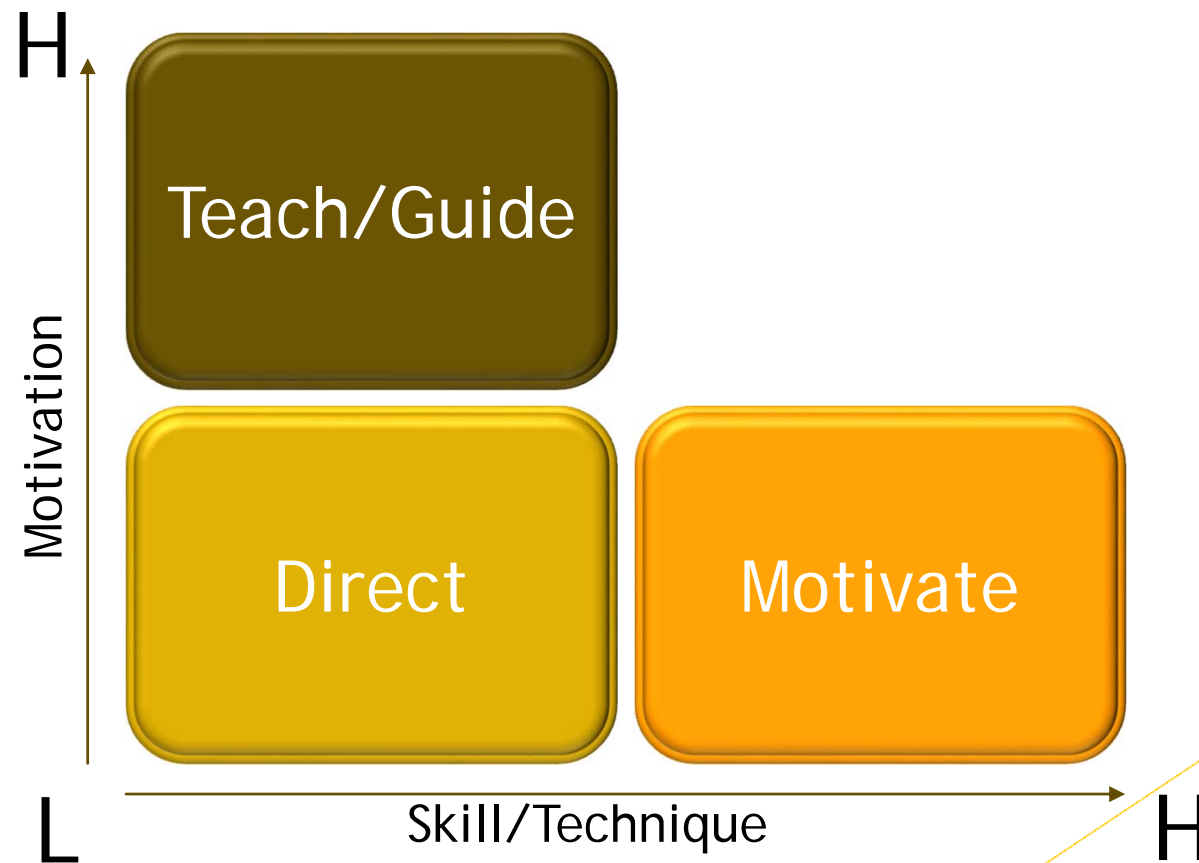


Having the Right Interaction



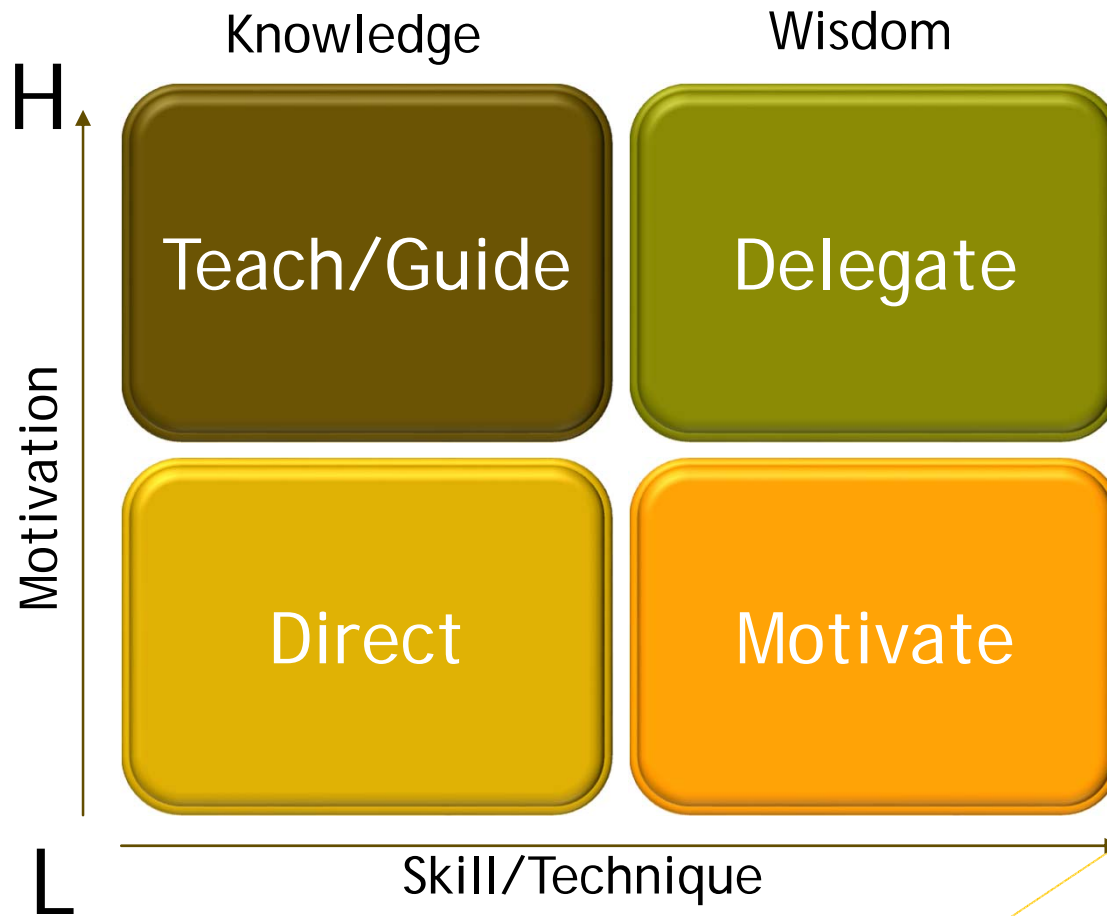


Having the Right Interaction



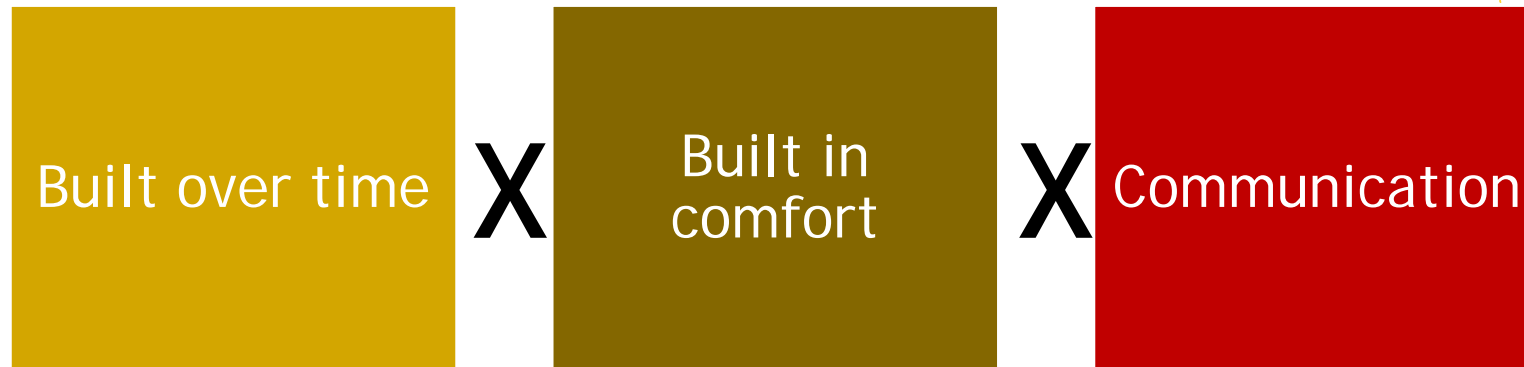


Having the Right Interaction



Building Trust

Trust =



Building Comfort

Be confident in your body language

Be confident in your work

Keep things confidential

Be transparent

Respect them

Listen to them (to understand, not to reply)

Keep your promises. Be congruent

ENCOURAGE, ENCOURAGE, ENCOURAGE!!!

Fulfillment of Human Needs

1.) Security/Certainty

2.) Insecurity/Uncertainty (Variety)

3.) Significance/Importance

4.) Love/Connection

5.) Contribute

6.) Growth/Expand