

Becoming a Better Mentor

Strategies to Be There for Young People

Chapter 1: Providing Emotional Support & Empathy

October 25th, 2023

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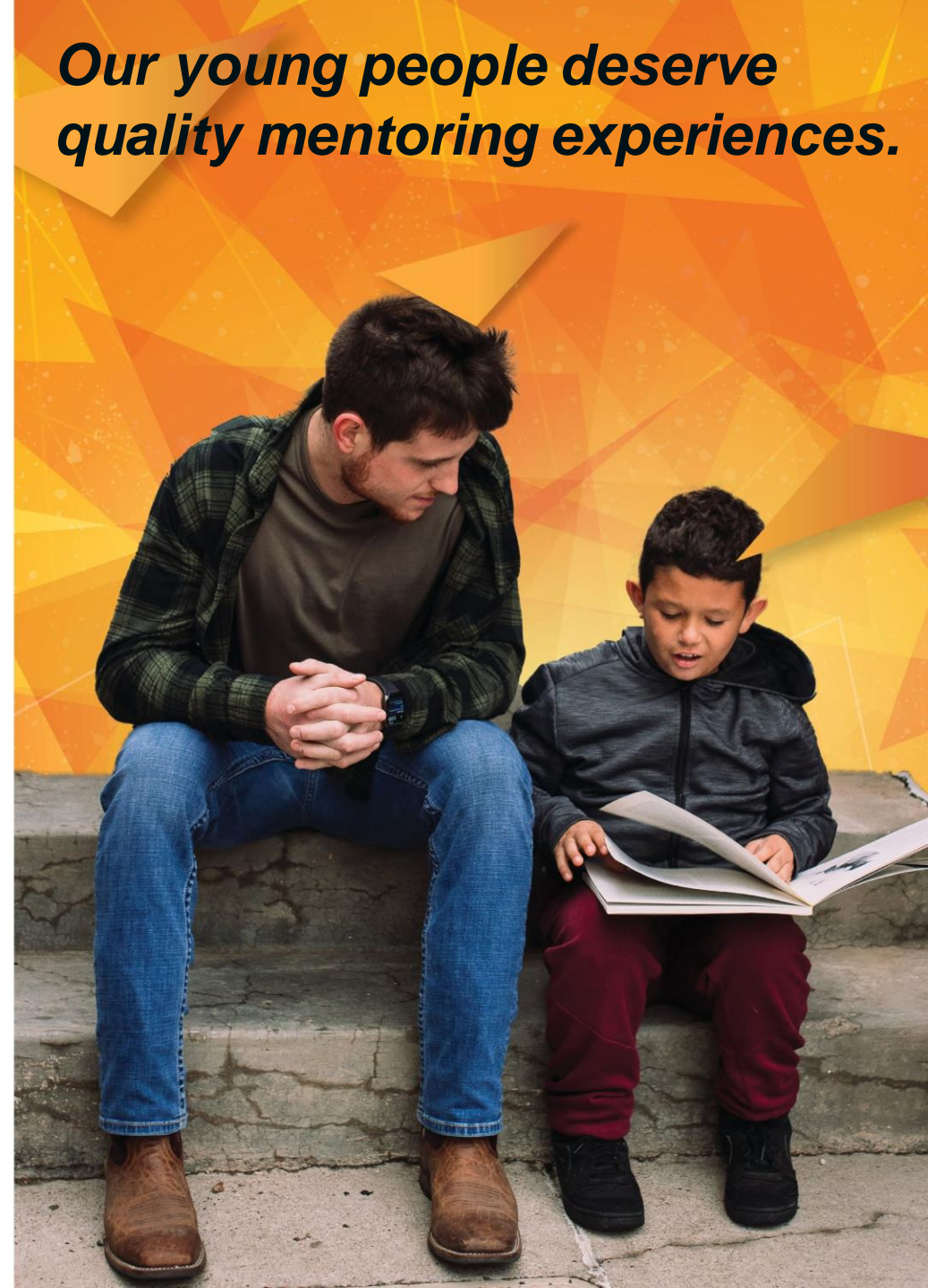
Since Maryland's affiliate of [MENTOR: The National Mentoring Partnership](#) launched in 2018, **MENTOR Maryland | DC** has sought to uplift the urgency of a march toward quality mentoring. We officially expanded into DC in 2021.

With the mission and vision to increase the quality and quantity of mentoring relationships across the country and to **close the mentoring gap**, we know programs can only do this when they feel supported, empowered and have the tools and resources to sufficiently carry out safe and effective mentoring relationships.

[MENTOR Maryland | DC](#) is a non-partisan organization that galvanizes the Maryland mentoring movement. We serve as community-based experts and create statewide infrastructure to expand quality relationships for young people.

We fulfill this role through our unique role as a unified clearinghouse for training, research, public awareness, mentor recruitment, and advocacy. MENTOR Maryland | DC provides the critical link between MENTOR's national efforts and local organizations and programs that foster and support quality mentoring relationships across the state.

Our young people deserve quality mentoring experiences.



Offerings from MENTOR MD|DC

Connection to National Mentoring Partnership; resources, best practices, trainings, etc. (including National Mentoring Summit) – www.mentoring.org

FREE Program Consulting/Technical Assistance via NMRC (National Mentoring Resource Center) – www.nationalmentoringresourcecenter.org

Access to Mentoring Connector – <https://mentormddc.org/mentoringconnector/>

Local, customized trainings, roundtables, communities of practice – <https://mentormddc.org/events/>

Promotion of mentoring best practices: [The Elements of Effective Practice for Mentoring](#)

Access to NQMS (National Quality Mentoring System) / Soon MM Quality Program Partners

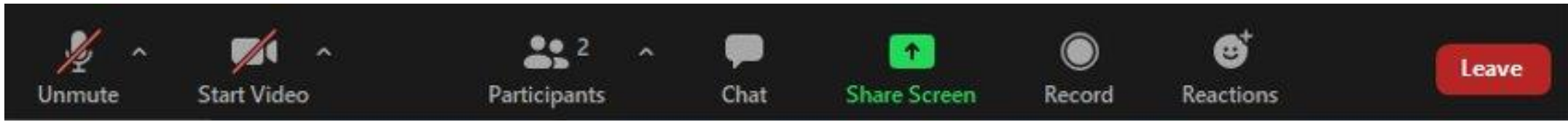
Connection to funding opportunities – www.grants.maryland.gov

Access to <https://www.mentoring.org/resource/start-a-program/>

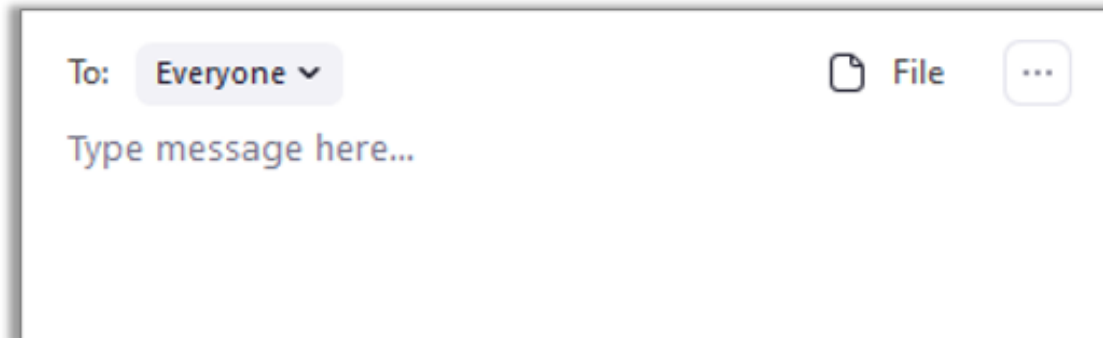
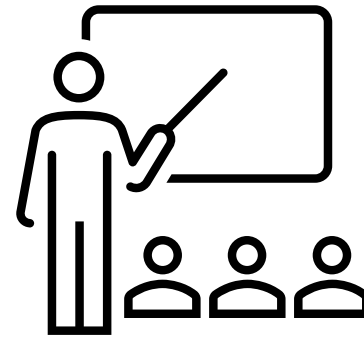
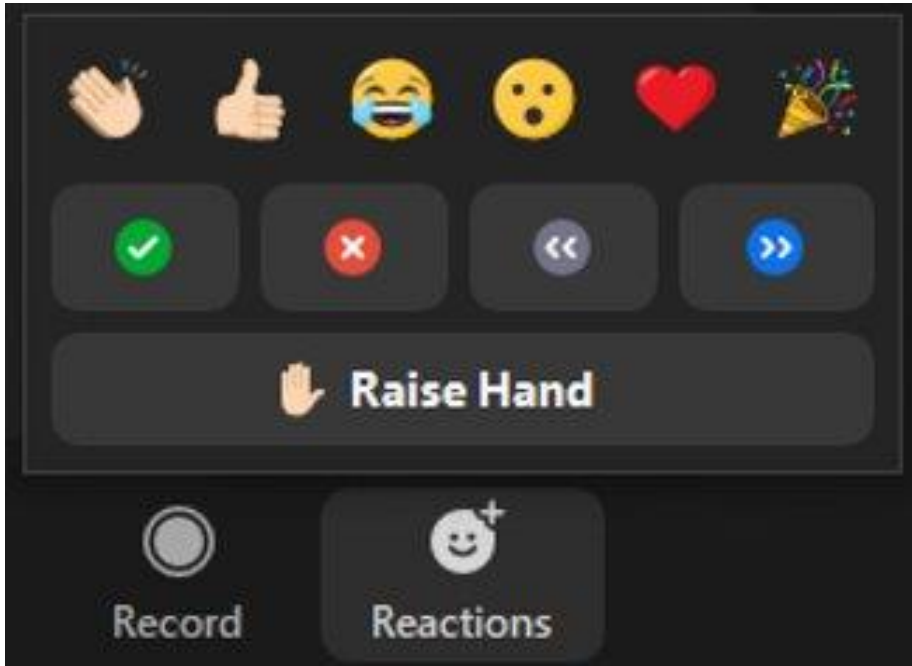


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Webinar Logistics



We appreciate your space and grace in this virtual environment!





Community Standards



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MENTOR MD|DC Community Standards

- Our community is open to ALL - but we also acknowledge the deep-seated racism, sexism, homo and transphobia, misogyny, and ableism that is pervasive in our country. We stand against these isms and actively work to this aim, especially with our youth. This means we must acknowledge that we also approach our work differently and beautifully.
- Share openly. Listen more openly. But be open when your sharing might hurt.
- Be generous with positive assumptions but don't be afraid to ask genuine questions.
- No matter your role here today, be a host.
- We don't endeavor to create safe or comfortable spaces, but rather brave spaces where discomfort can be explored, and beliefs and practices challenged.
- We want this community and experience to be supportive and educational, but also fun! Please bring your full (present) self - it is welcome!
- No fixing, saving, advising or correcting each other.





Renee Angelo-Mauk

- 17+ years working in non-profits & youth development
- 10 years working in mentoring & living in Baltimore
- Returned Peace Corps Volunteer, Malawi 2011-13
- AmeriCorps Alum, 2013-14
- 3rd generation Italian American
- Gender non-conforming woman, she/they
- Queer person in hetero-marriage
- Disabled, neurodiverse



Your work as a member is guaranteed to meet your every.





In your own words, how would you define 'empathy?'



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Chapter 1: Providing Emotional Support & Empathy

Renee Spencer, Boston University



Chapter Snapshot

Working to understand your mentee's experiences from their point of view can improve their reception of your support and greater your impact.



What is Empathy, and Why do it?

- Empathy is being open to imagining another person's experiences from their point of view and striving to find points of connection
 - Empathy Loop: perceiving what others are feeling, processing the information, and being responsive to the other person's experiences
- There are many benefits to empathy in mentoring relationships- emotional support, feeling heard, understanding, respect
- The capacity of empathy is a skill that can grow through learning and practice



Practice: Perspective Taking

- The ability to step outside of your own experiences and take your mentee's (or even your mentee's family's) POV
- **ABC Model: Acknowledge, Breathe, and be Curious**

*When was the last time
you did (or should have)
used the ABC model?*



Practice: Adaptability

- To be empathic, you must communicate or show your mentee this by being responsive to their experiences
- Adjust your approach – attitude and/or behavior
- For new mentors, letting go of initial expectations they may be bringing to the relationship

Can you describe a time you were adaptable in a relationship?



RSA



Shorts

Avoid These Pitfalls

- Assuming that similar means same
- Thinking you “know best”
- Blaming the parent[s]/guardian/family
- Drowning in emotions
- Expecting to be “perfectly” empathic



Has your understanding or perspective of empathy changed? How?

How is empathy important to our mentoring relationships?



Chapter 1: Key Points

- Empathy is being open to imagining another person's experiences from their point of view and striving to find points of connection.
- When someone is empathic with us, it allows us to feel comfortable and even safe enough to be open to accepting help from them.
- The capacity for empathy is a skill that can grow through learning and practice.



Recommended Reading

BREAKING NIGHT



A MEMOIR OF FORGIVENESS, SURVIVAL,
AND MY JOURNEY
FROM HOMELESS TO HARVARD

"Nothing short of inspiring. Read this book."
—Jennifer Lauck, author of *Blackbird* and *Show Me the Way*

LIZ MURRAY

**Breaking Night: A Memoir of
Forgiveness, Survival, and My
Journey from Homeless to Harvard**
By Liz Murray (2011)

Relevant BBM Chapters

CHAPTER 2



PRACTICING CULTURAL HUMILITY

Author: Bernadette Sanchez, University of Illinois – Chicago

As a mentor, it is essential to engage in continuous self-reflection and to actively seek opportunities to learn about your mentee's identity and cultural experiences.

CHAPTER 4




ATTUNEMENT IN MENTORING RELATIONSHIPS

Authors: Julia Pryce, Loyola University Chicago; Kelsey Deane, University of Auckland; and Linda Gilkerson, Erikson Institute

Developing a strong self-awareness about your own emotional and physical state can make you better equipped to read the cues of your mentee and respond to their preferences and needs.

CHAPTER 8



HONORING YOUTH VOICE AND BUILDING POWER

Authors: Elizabeth Santiago, Sr. Advisor, MENTOR and Minnie Chen, MENTOR

Adults interested in elevating youth voice must learn how to listen critically and be willing to take a step back and share power with young leaders.

CHAPTER 11



EFFECTIVE CONVERSATIONS ABOUT BEHAVIOR CHANGE

Author: Samuel D. McQuillan, University of South Carolina

Some of the most effective ways to encourage positive behavioral changes in a mentee are to ask questions, engage in active listening, and express empathy and understanding.



Questions?



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How to Be an Askable Adult

Nov 16, 2023 @12:30 PM

This workshop is designed for adults who are interested in becoming more “askable” and supportive for the children and youth in their lives.

Register at: bit.ly/novaskadult



The Y in Central Maryland



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Thank You



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