

**Becoming A Better Mentor Series**

# **ATTUNEMENT**

## **in Mentoring Relationships**

**Tuesday, September 17 | 11:00am**

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## **MENTOR MD|DC**

**is a non-partisan organization that galvanizes the Maryland & DC mentoring movement.**

**We serve as community-based experts and create statewide infrastructure to expand quality relationships for young people.**

*Our young people deserve quality mentoring experiences.*

[www.mentormddc.org](http://www.mentormddc.org)





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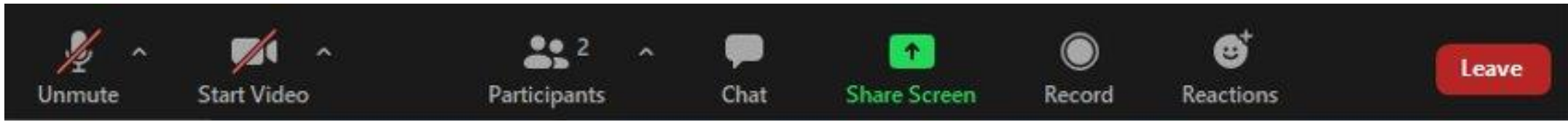
**MENTOR MD|DC provides  
training, research, public awareness,  
mentor recruitment,  
advocacy for its stakeholders  
and the critical link between  
MENTOR's National Efforts  
and local mentoring organizations.**

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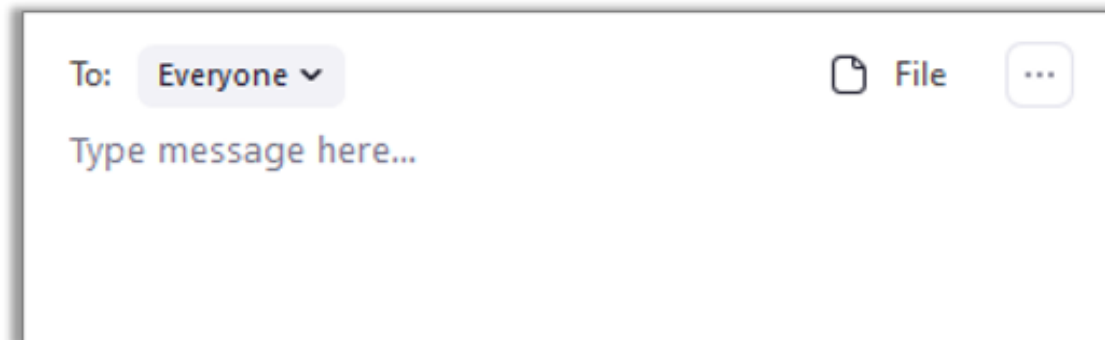
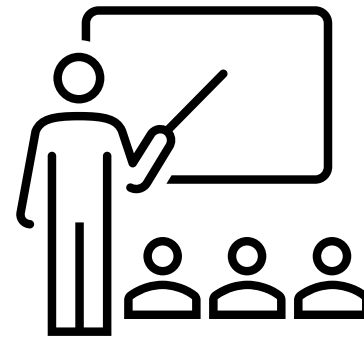
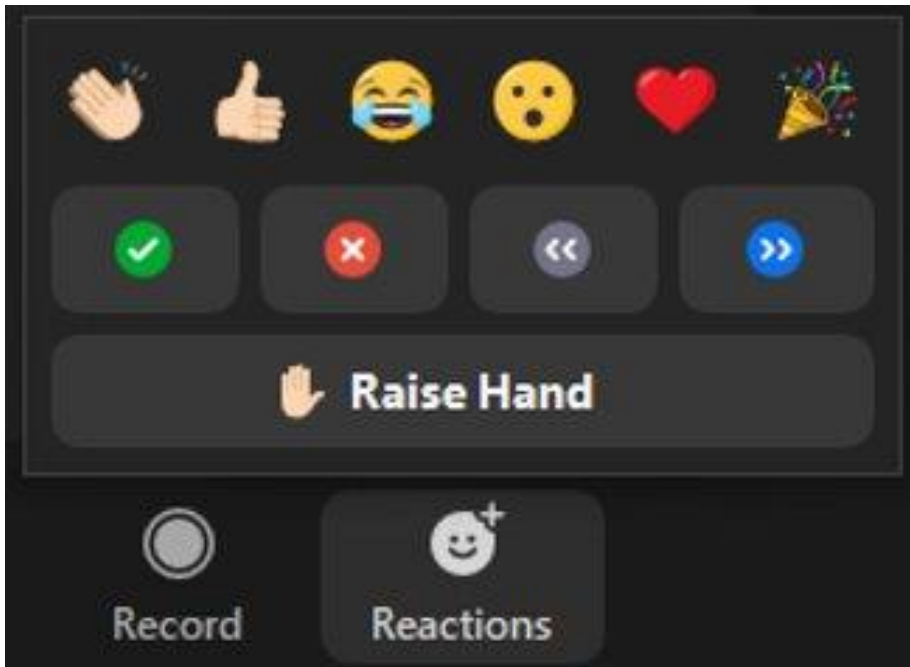
[www.mentormddc.org](http://www.mentormddc.org)



# Webinar Logistics



*We appreciate your space and grace in this virtual environment!*



# TODAY'S AGENDA

- COMMUNITY STANDARDS
- TEMPERATURE CHECK / ICEBREAKER
- EXAMPLES OF ATTUNEMENT
- BABY TALK / ORCHESTRA
  
- ATTUNEMENT DEFINITION
- WHAT ATTUNEMENT IS NOT
- ATTUNEMENT / KEY POINTS
- ACTIVITY / BREAKOUT ROOMS
- ATTUNEMENT IN PRACTICE
- QUESTIONS



# Community Standards

**Inclusivity.** 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 and acknowledge that we also approach our work differently and beautifully.

**Flexibility.** Share openly. Listen openly. Be open and pliable when your sharing might hurt.

**Positivity.** Be generous with positive assumptions but don't be afraid to ask genuine questions.

**Equanimity.** No matter your role here today, be a host to everyone.

**Intentionality.** We don't endeavor to create safe or comfortable spaces, but rather brave spaces where discomfort can be explored, and beliefs and practices challenged.

**Expressivity.** We want this community and experience to be supportive and educational, but also fun! Please bring your full (present) self - it is welcome!

**Civility.** No fixing, No saving, No advising, or correcting each other.



# TEMPERATURE CHECK

HAPPY	TRUST	FEAR	SURPRISE	SAD	DISGUST	ANGRY	ANTICIPATION
OPTIMISTIC	GRATEFUL	CAUTIOUS	STARTLED	ASHAMED	DISLIKE	CRITICAL	EXCITED
CONFIDENT	PEACEFUL	ANXIOUS	AMAZED	LONELY	CONTEMPT	AGGRESSIVE	EAGER
STRONG	ACCEPTED	WORRIED	CONFUSED	GRIEF	BORED	MAD	INTERESTED
JOYFUL	EMBRACED	NERVOUS	AWE	HURT	ENVIIOUS	UPSET	ENGAGED
LOVING	CONTENT	SCARED	SHOCKED	DEPRESSED	REPELLED	FRUSTRATED	CURIOUS
PLAYFUL	VALUED	VULNERABLE	DISTRACTED	UNHAPPY	AWFUL	INSULTED	IMPATIENT
ECSTATIC	RESPECTED	DREAD	WONDER	GUILTY	HORROR	IRRITATED	ENERGIZED
PROUD	BLESSED	UNEASY	DISBELIEF	EMPTY	LOATHING	ANNOYED	STRESSED
GENEROUS	FAITH-FILLED	INSECURE	BEWILDERED	SORROW	REPULSED	HOSTILE	MOTIVATED

# Examples of Attunement

- The Old Car Radio



- The Baby Talk



- The Orchestral Tune-Up





EVERYDAY  
CINEMATIC SOUNDS



00:00:26.28  
TUNING FM RADIO





# Examples of Attunement

In terms of attunement, what do these examples have in common?



# Collins Dictionary Definition

...the act of making harmonious.

having parts combined in a proportionate, orderly or pleasing arrangement; congruous

having similar or conforming feelings, ideas, interests, etc.; in accord having musical tones combined to give a pleasing effect.

# Journal of Psychotherapy Definition

...is a kinesthetic and emotional sensing of others knowing their rhythm, affect and experience by metaphorically being in their skin, and going beyond empathy to create a two-person experience of unbroken feeling connectedness by providing a reciprocal affect and/or resonating response. (Erksine 1998).

# Mentoring Definition

...a term used to describe a set of communication strategies employed by a mentor to facilitate relationship connection resulting in the mentee's sense of feeling heard and seen.

# What Attunement is Not!

Watch The Following Video  
And Identify Areas  
Where The Mentor's Attunement  
Could Be Improved.



# Discussion

Break into small groups and discuss.

How did the video make you feel? What did you notice about your reaction?

What are the specific verbal and non-verbal signs of misalignment in the scenario?

How could the doctor had approached the conversation differently?

How might these signs affect the mentee's experience and development?

# Attunement Snapshot

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.

# Attunement Key Points

- Attunement is a process of paying attention to the young person (or their parent/guardian) in the moment and noticing their cues in order to meet them where they are.
  - This often involves reading body language and verbal signs to understand how to move forward in the interaction.
- A brief check-in with yourself before connecting with your mentee provides an opportunity to attune to your own nonverbal cues.
  - These cues could be tension in your neck, a faster heart rate, a sense of fatigue, or a faster gait than usual.

1. Check-In
2. Walk-In
3. Dial-In
4. Listen-In
5. Check Back In

# Top Ten Attunement Tips

## 1. Practice Active Listening

Pay close attention to what the mentee says, both verbally and non-verbally. Show interest by nodding, maintaining eye contact, and asking open-ended questions to understand their thoughts and emotions.

## 2. Acknowledge and Validate Emotions

Recognize and validate the mentee's feelings without judgment. This helps create a safe environment for the mentee to express themselves openly.

# Top Ten Attunement Tips

## 3. Be Present and Fully Engaged

Avoid distractions during mentoring sessions. Being fully present demonstrates respect and shows that you value the mentee's time and experience.

## 4. Tailor Your Approach to Their Individual Needs

Every mentee is different. Adjust your mentoring style based on their personality, goals, and current challenges, ensuring your support aligns with where they are in their journey.

# Top Ten Attunement Tips

## 5. Cultivate Empathy

Put yourself in your mentee's shoes to better understand their perspective. Empathy fosters deeper connection and trust in the relationship.

## 6. Develop Emotional Self-Awareness

Stay aware of your own emotions and reactions during mentoring sessions. Managing your emotional responses allows you to remain attuned and supportive without letting your own feelings dominate the conversation.

# Top Ten Attunement Tips

## 7. Provide Timely and Constructive Feedback

Offer feedback that is both supportive and growth-oriented. Timely feedback helps the mentee reflect and course-correct, reinforcing positive behaviors and addressing challenges as they arise.

## 8. Encourage Reflection and Self-Awareness

Prompt the mentee to reflect on their experiences, emotions, and actions. Encouraging self-awareness helps them identify patterns and develop problem-solving skills.

# Top Ten Attunement Tips

## 9. Stay Open and Non-Judgmental

Create a safe space for the mentee to share their thoughts without fear of judgment. This openness invites honest communication and deepens trust.

## 10. Be Patient and Responsive to Their Growth Pace

Mentoring is a process that unfolds over time. Show patience as the mentee grows and adapts, being mindful of the pace that suits them best.

# Discussion

Which of the  
**TOP TEN ATTUNEMENT TIPS**  
resonates the most?



# Reflection/Action!

What Practices Can You Commit To  
That Will Help You Read Your Own  
And Your Mentee's Cues More Clearly?

# Thank You

**For more information visit our website**  
**[mentoring.org/bettermentor](https://mentoring.org/bettermentor)**



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# Offerings from MENTOR MD|DC

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

FREE Program Consulting/Technical Assistance via NMRC (National Mentoring Resource Center) – [www.nationalmentoringresourcecenter.org](http://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](#))

Connection to funding opportunities – [www.grants.maryland.gov](http://www.grants.maryland.gov)

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



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