Maturing thru Mentorship—con ganas
Excellence in Mentoring Lecture Series

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Las Metas

- Introductions
- Examining the history of mentorship
- Benefits of mentorship
- Mentorship through a Latina/o framework
- My career journey with and without mentors
- The role of sponsors
- Factors that matter
History of the Mentor

Mentor was a guide of Telemachus, son of Odysseus, hero of the *Odyssey*, written by Homer, and also one of the heroes of the Trojan War.

In the *Odyssey*, the actual Mentor “is a somewhat ineffective old man, therefore, the goddess Athena takes on his appearance in order to guide young Telemachus in his time of difficulty. Athena is the goddess of war and knowledge.
Mentoring is:

- About sharing your expertise in order to build self-confidence and self-esteem within the mentee
- About building a relationship in which both the mentor and mentee contribute and derive mutual benefits for personal and professional growth
- Terms often used to identify the recipient include: a *protégé* (male), a *protégée* (female), an *apprentice* or, in recent years, a *mentee*
Benefits of Mentoring—for the protégé

- opportunity for growth and learning in a supportive and friendly relationship;
- enhanced self-confidence and self-esteem;
- having a non-judgmental experience to discuss in confidence, career-related plans;
- relevant and timely information and resources for one’s career endeavors;
- useful contacts and guidance/tips; and
- opportunity for learning so that one too can mentor others;
Benefits of Mentoring—for the mentor

- sense of personal satisfaction in helping others achieve their professional aspirations and career goals;
- an opportunity to develop new skills both personally and professionally;
- an opportunity to share your skills and knowledge regarding your discipline or type of work;
- new learning for you;
Cultural values of *familismo* and *personalismo* are essential to mentorship.

- *Respeto* matters
- *Dignidad* and *orgullo* are personal pillars
- *Interdependencia* vs dependence or “going it alone”

- **Familismo** introduces *compadrazgo*, a familial network allowing for *academic madrinas* and *padrinos*

- **Involves consejos**
Latino Family Mentoring Tree

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Private Practice

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YOU??

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Factors that Matter—
for mentors and mentees

- Trust or *confianza*
- Planning and completing
  - *Palabras sin obras, guitarras sin cuerdas*
- Appreciating the “borderlands” experience
- Appreciating one’s cultural identity and bicultural competencies
- Not having to do it all
- Recognizing role models in la familia
- Being active in self-care
POWER: ASU’s Formal Peer Mentoring Model

• Self-care program for counseling psychology doctoral students, started in 2004
  – Professional Opportunities for Wellness Education and Revitalization
• Events & Programming:
  – Self-care workshops (e.g., eating, fitness, advanced students’ experiences, etc.)
  – Wellness events & activities (e.g., bowling, hiking, sweat lodge, etc.)
  – Peer mentoring

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Activities for Professional Empowerment

- Develop a career plan of action with your advisor, professor or someone you look up to
- Becoming active in Counseling association(s)
- Read professional journals
- Attend at least two professional conferences annually, start locally; present
- Become a volunteer for one local agency—you get to network and develop new contacts
- Identify someone you can mentor
Dimensions of Personal Identity

"A" Dimensions:
- Age
- Culture
- Ethnicity
- Gender
- Language
- Physicality/Mental Well Being
- Race
- Sexual Orientation
- Social Class

"B" Dimensions:
- Education Background
- Geographic Location
- Hobbies/Recreational Interests
- Military Experience
- Relationship Status
- Religion/Spirituality
- Work Experience
- Health Care Practices/Beliefs

'C' Dimensions:
- Historical Moments/Eras
“We cannot seek achievement for ourselves and forget about progress and prosperity for our community… Our ambitions must be broad enough to include the aspirations and needs of others, for their sakes and for our own.”

César Chávez
“True wealth is not measured in money or status or power. It is measured in the legacy we leave behind for those we love and those we inspire.”

Cesar Chavez

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No other magazine is as close to the great men and women of our time.
Some references


