

Strength-Based Mentoring



Seedling
Mentor. Nurture. Grow.

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Thank you to Austin Energy for sponsoring this month's training!

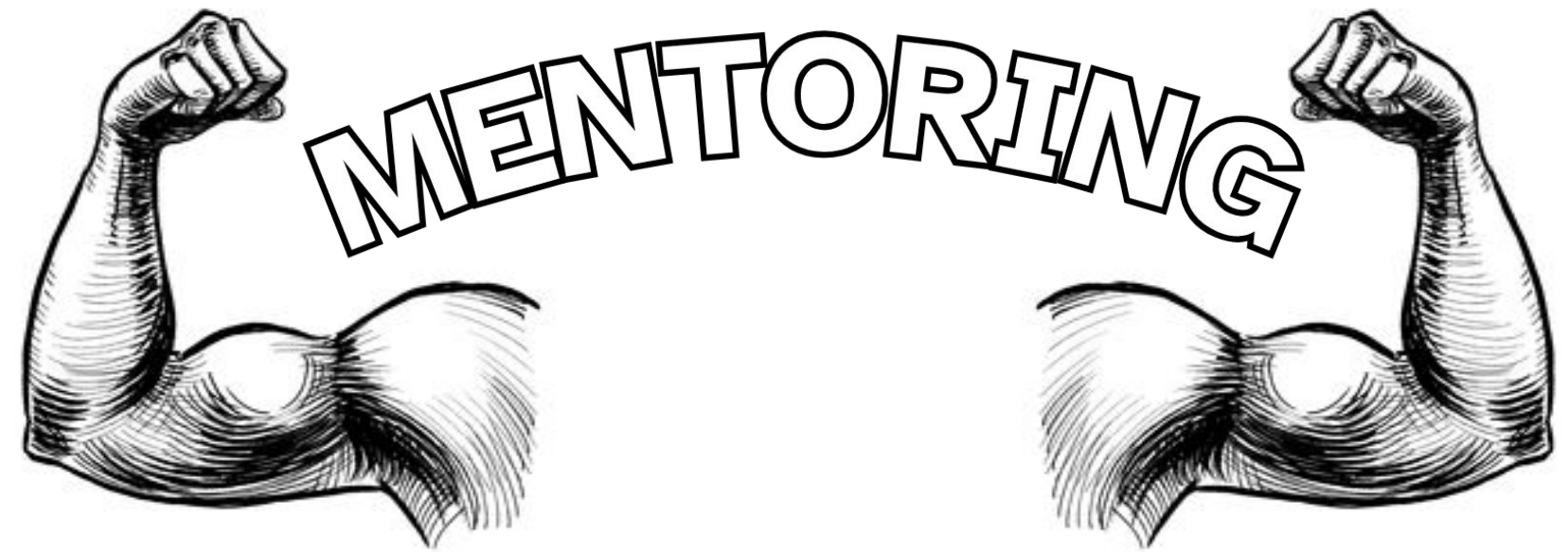


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Agenda

- What is strength-based mentoring?
- Why being a strength-based mentor benefits mentees.
- How to put strength-based mentoring in practice.



New to Strength-Based Mentoring?

Use these statements below to get a sense of where you are at when it comes to strength-based mentoring:



- ☐ I trust in my ability to make a difference.
- ☐ I see the world as being a better place.
- ☐ I view change/growth as a process influenced greatly by relationships.
- ☐ I think it is important to develop caring relationships with young people.
- ☐ I believe that we all have the natural ability to be well.
- ☐ I actively involve important and supportive people in my life.
- ☐ I am dedicated and patient with people I have a relationship with.

A part of a strength-based mentor is the ongoing personal development.

Characteristics of a Strength-Based Mentor

- They find time to build their relationships with their mentees while supporting them to develop in positive ways through activities and interactions that are mutually enjoyable, challenging, and success oriented.

- *Alberta Mentoring Partnership*



Skills for Strength-Based Mentoring

- Listening
- Building trust
- Capturing the journey
- Asking “are we on track?”
- Adapting a youth-centered approach
- Asking for support



Strength-Based Mentoring

Focuses primarily on strengths,
interests, abilities, gifts,
preferences and potential

Celebrates

Relationship, mutual goal, and
competency oriented

Adapts approach to
engage

Communications and
interactions are inclusive

Encourages interactive
learning and contribution

Conveys “I believe in you” while
setting high but realistic
expectations

Interacts and includes other
important people in
mentee’s life

Nurtures

Challenges and healthy risk taking
are opportunities to grow and
learn

Intervenes

Focuses on deficits, problems,
labels, diagnoses, and/or
weaknesses

Strictly goal or control oriented

Teaches to

Sets unrealistic and/or
meaningless expectations

Deficit-Based Mentoring

Communications and
interactions are
exclusive

Tries to fix the child/youth

Punishes

Avoids interacting with and
including other important
people to the mentee

All challenges and risks are
avoided

Mindsets that Shape Mentoring

Strength-based mentoring is the *practice* of growth mindset in relationship form.



Mentors = supporters
Mentee = potential to grow

Strength-Based Mentoring	Growth Mindset
Focuses on what's working	Believes abilities can develop
Sees challenges as opportunities	Sees effort as the path to master
Builds confidence and autonomy	Builds resilience and curiosity

Strength-based mentoring is a growth mindset in action.

Mindsets that Shape Mentoring

Deficit-Based Mentoring	Fixed Mindset
Focuses on what's lacking	Believes ability is innate
Views struggle as failure	Avoids challenges to protect ego
Mentor acts as the fixer	Learner becomes dependent or discouraged

*Leading with deficits,
shrinks what is possible.*

Deficit-based mentoring *embodies* a fixed mindset in relational form.



Mentors = evaluators
mentees = problem to be solved

Benefits of Strength-Based Mentoring for Youth

Grounded In...

Growth Mindset & Positive Youth Development (PYD)

Together, they emphasize:

- Seeing potential over problems
- Building on existing strengths
- Developing internal resources



Benefits Youth by...

- Promotes *healthy growth* and *active mentee engagement*.
- Builds on *existing support systems* (friends, caregivers, school staff).
- Focuses on *current strengths* over fixing weaknesses.

Putting Strength-Based Mentoring into Practice



The Twenty Four Character Strengths

Appreciation Appreciating beauty, excellence and/or skilled performance in various domains of life					Creativity Thinking of novel and productive ways to conceptualize and to do things
Spirituality Having coherent beliefs about the higher purpose, the meaning of life and the universe	Forgiveness + Mercy Forgiving those who have done wrong; accepting the shortcoming of others; giving people a second chance; not being vengeful			Bravery Not shrinking from threat or challenge, acting on convictions even if unpopular	Curiosity Taking an interest in ongoing experiences for its own sake; exploring and discovering
Gratitude Being aware of and thankful of the good things that happen; taking the time to express them	Humility and Modesty Letting one's accomplishments speak for themselves; not regarding oneself as more special than one is	Teamwork Working well as a member of a group or team; being loyal to the group	Love Valuing close relationships with others; in particular those where sharing and caring are reciprocated	Persistence Finishing what one starts; persisting in a course of action despite obstacles	Open-Mindedness + Judgment Thinking things through and examining them from all sides; weighing all evidence fairly
Hope Expecting the best in the future and working to achieve it	Prudence Being careful about one's choices; not taking undue risks; not saying or doing things that might be regretted later	Fairness Treating all people the same according to notions of fairness and justice; not letting personal feelings bias decisions about others	Kindness Doing favors and good deeds for others	Honesty Presenting oneself in a genuine way; taking responsibility for one's feelings and actions	Love of Learning Mastering new skills, topics and bodies of knowledge, whether on one's own or formally
Humor Likes to laugh and tease, bringing smiles to other people, seeing the light side	Self-Regulation Regulating what one feels and does; being disciplined; controlling one's appetites and emotions	Leadership Encouraging a group of which one is a member to get things done and maintain good relations within the group	Social Intelligence Being aware of the motives and feelings of other people and oneself	Zest Approaching life with excitement and energy; feeling alive and activated	Perspective Being able to provide wise counsel to others; having ways of looking at the world that makes sense to oneself and others

What Strength-Based Mentoring Leads Up To...

This is about helping your mentee navigate the journey of thriving:

- All youth have strengths and motivations to engage with their environments in ways that benefits themselves and their communities.
- Helping youth identify and measure their strengths is the first step in helping them thrive.



Strength-Based Mentoring in Action:

- Expect excellence, not perfection
- Affirm unconditionally
- Be a role model
- Stimulate growth through challenges
- Nurture creativity
- Have fun!



Strength of the Day (Activity)

This activity can be used as a great way to get to know your mentee's strengths.

For this activity, you are going to ask them what is your strength of the day? And then, you both can discuss how to build on the strength of day to accomplish future goals.

FableVision and Marc Colagiovanni present
The Reflection in ME



Strength-Based Mentoring Resources

- [Types of Strengths in Kids](#)
- [Character Strength Chart](#)
- [Strengths Chain Activity](#)
- [Accomplishment Box](#)
- [Find Your Strengths Worksheets](#)
- [Identifying Your Strengths](#) (video)



Questions, Comments?

<https://www.seedlingmentors.org/current-mentors/>

High School Mentor Bulletin

Mentor Minute

