



THE IMPORTANCE OF MENTORSHIP

The word “mentor” originates from *The Odyssey*, in which the Greek goddess of wisdom, Athena, disguises herself to guide young Telemachus while his father, Odysseus, is away. Today, the word has evolved to mean an experienced and trusted advisor, counselor, teacher, or friend. As supervisors at Pepperdine, we have the opportunity and responsibility to actively strengthen our University through mentorship.

FREELY YE RECEIVED, FREELY GIVE

Mentorship benefits everyone: mentees, mentors, and the larger community. Those who actively mentor others are six times more likely to be promoted to a higher position, and 57 percent of mentors report expanding their own skill set through the process. Consider the impact mentors have had on your professional journey and the potential impact you hold. Mentorship is one opportunity to freely give what you have freely received to help others find their way (Matthew 10:8).

WHAT DOES A MENTOR DO?

A mentor may model appropriate behavior, collaborate on projects, advise on goals and decisions, impart wisdom, or advocate on the mentee's behalf. When engaging in these relationships, mentors clearly communicate availability to the mentee, offer nonjudgmental constructive advice, maintain an encouraging attitude, offer experience and expertise where appropriate, and build trust through effective listening. Importantly, the mentor and mentee must align themselves with what each desires out of the partnership and the steps necessary to achieve desired outcomes.

ACT IN OCTOBER

Become an Effective Mentor

1 Be a mentor to your team members.

As a supervisor at Pepperdine, you are called upon to be a manager, leader, and mentor. Beyond the formal definition of mentorship, embrace the spirit of this role by investing in relationships with each of your direct reports. Consider their development and well-being as one of your priorities. This may include inquiring about their personal and professional goals, teaching them how to be successful at Pepperdine, helping them understand workplace relationships and organizational structures, and offering advice on using soft skills, such as emotional intelligence, among others.

2 Identify possible mentor/mentee relationships for your team members.

Consider the needs of your team and the strengths within your network. While mentoring your direct reports will benefit them, consider pairing them with someone on another team to support gaining new perspectives and cultivating collaborative environments. All employees will receive a booklet on mentorship best practices, sample questions to discuss, sample exercises to engage, and other resources for fruitful partnerships.

3 Set a good example.

Great mentors have a mentor. Receiving mentorship will allow you to be familiar with the most helpful aspects of such a relationship and give abundantly to your mentees. Acknowledge the people and support you have received to get to where you are today, and pay forward this gift to similarly influence others.