Mentorship in Professional Safety

A Mentee : Mentor Phase Model

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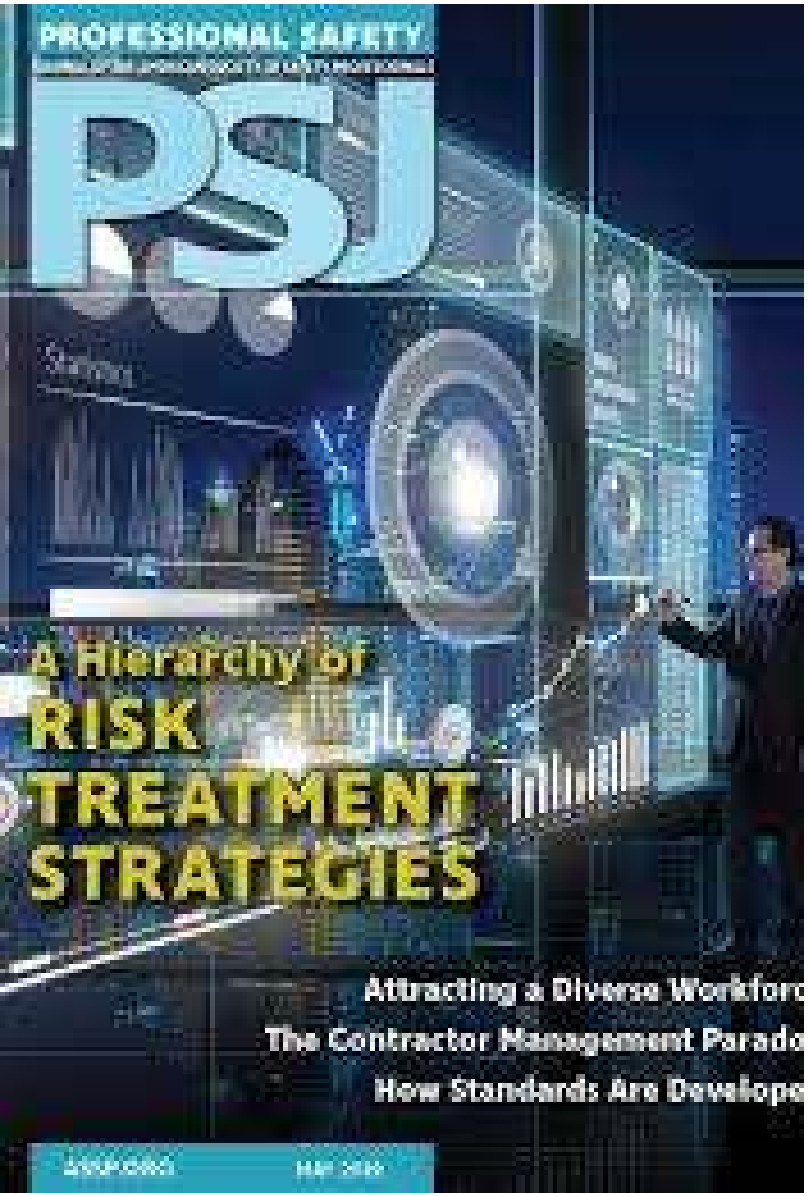
2019

AMERICAN SOCIETY OF
SAFETY PROFESSIONALS
San Diego Chapter

Mentoring in Safety…seems to be a topic of great interest in ASSP

PSJ Asks – Justin Molcznik (March 2019)

"We unfortunately cannot go back and tell ourselves what we have learned over a career. That is why *mentorship* is so important. Seek a tenured mentor early on…"



Mentoring in Safety…seems to be a topic of great interest in ASSP

PSJ April 2019

ASSP Connection -

"ASSP *Mentor* Opportunities Available"

Mentoring in Safety…a couple of opening questions

- Is it formal or informal?
- Is it passive or active?
- Can mentoring be ad hoc?
- Is mentoring focused only for those entering safety?

Dustin Hickey and Thom Kramer – PSJ, October 2018

*"…**informal** mentorship for professional development has its downfalls."*

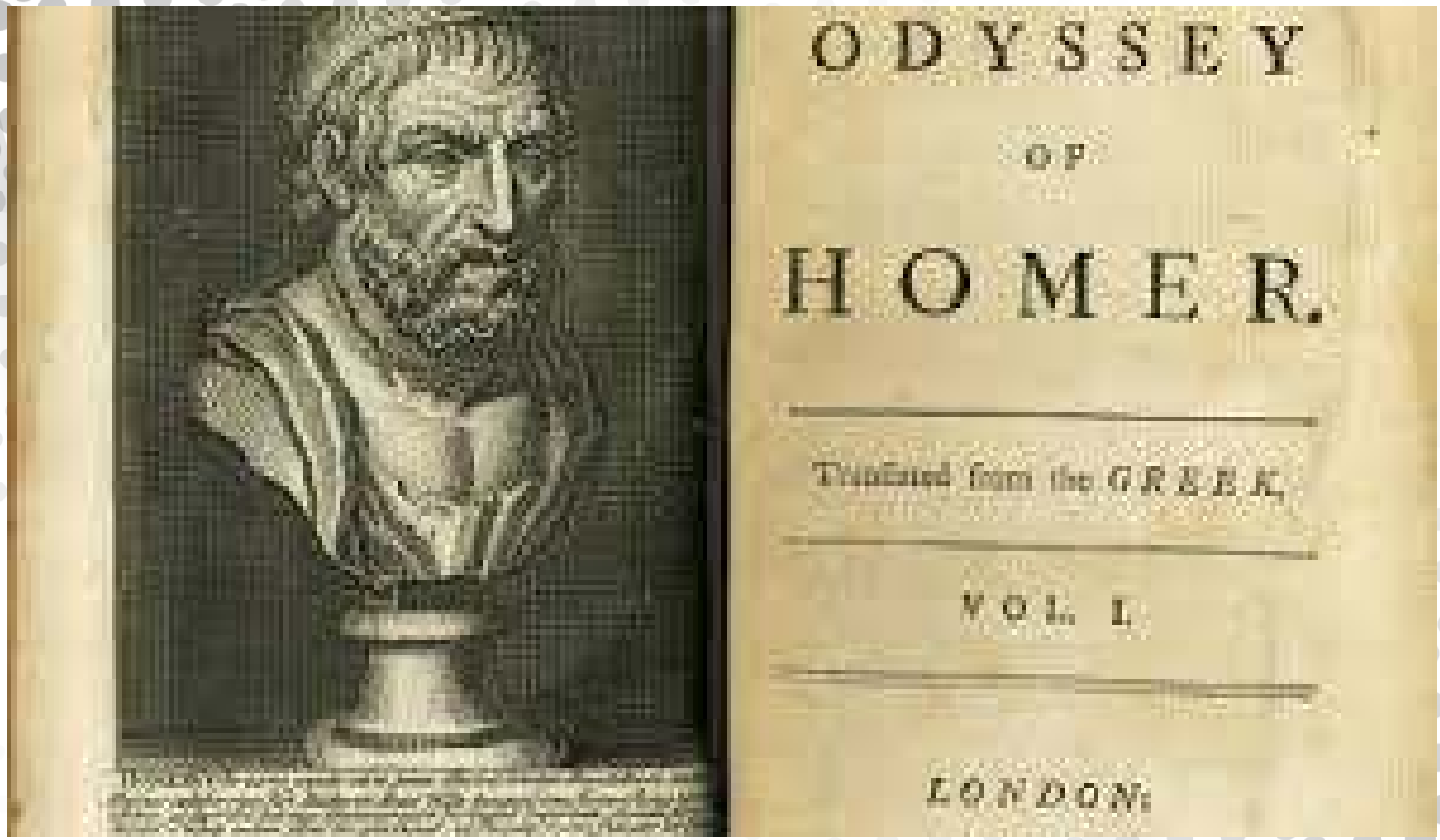
As with a lot of safety matters, there are "tendencies"…

- The ***tendency*** in mentorship is that:

1. It's more formal than less – why?
2. More active than passive
3. Formality diminishes an ad hoc characteristic, but
   - ad hoc stuff may be a bridging activity
4. By definition, new entrants and 'younger' are not necessarily the primary focus

Dustin Hickey and Thom Kramer – PSJ, October 2018

*"…**formal** mentoring is both planned and intentional, and occurs when two individuals agree to enter into a mentor/mentee relationship."*



ODYSSEY

OF

HOMER.

Translated from the GREEK.

VOL. I.

LONDON:

Mentor was thought to be…one view

…nurturing, supporting, protecting, role modelling, and possessing a ***visionary perception***…

…demanding integrity, personal investment, and the development of a relationship with the young Telemachus based on deep mutual affection and respect.

But…

- most descriptions of the character of Mentor reflect the way in which early literature on mentoring, as it emerged in the late 1970's and through the 1980's, tended to define mentoring in terms of the ***functions*** performed by the mentor

So, what’s our working definition of a *mentor*?

- *an experienced and trusted adviser* (noun)

Synonyms:

- guide,
- confidante
- counselor
- consultant
- master
- Guru!

Mentors are not…

- ***Yes men***

"Sometimes they need to be direct, but intent of the directness needs to be clear to the mentee."

The formality of mentorship implies that there is a *covenant*

Between the mentor and the mentee

Mentor characteristics – some examples

Knowledge

Resource(s)

Motivator

Guide

Support

Role model

Empowering

Attributes

Teacher

Skilled

Networked

Available

Perspective

Mentee characteristics – some examples

- Committed
- Active
- ***Honest***
- Inquisitive
- Needs Clarity
- Respectful
- Attributive
- Skilled
- ***Available***
- ***Perspective***

Let’s look at mentoring from a transformational perspective

Image from Penn State Univ.

Leadership

Categories	Transactional	Transformational
Leader's source of power	Rank, position	Character, competence
Follower reaction	Compliance	Commitment
Time frame	Short term	Long term
Rewards	Pay, promotion, etc.	Pride, self-esteem, etc.
Supervision	Important	Less important
Counseling focus	Evaluation	Development
Where change occurs	Follower behavior	Follower attitude, values

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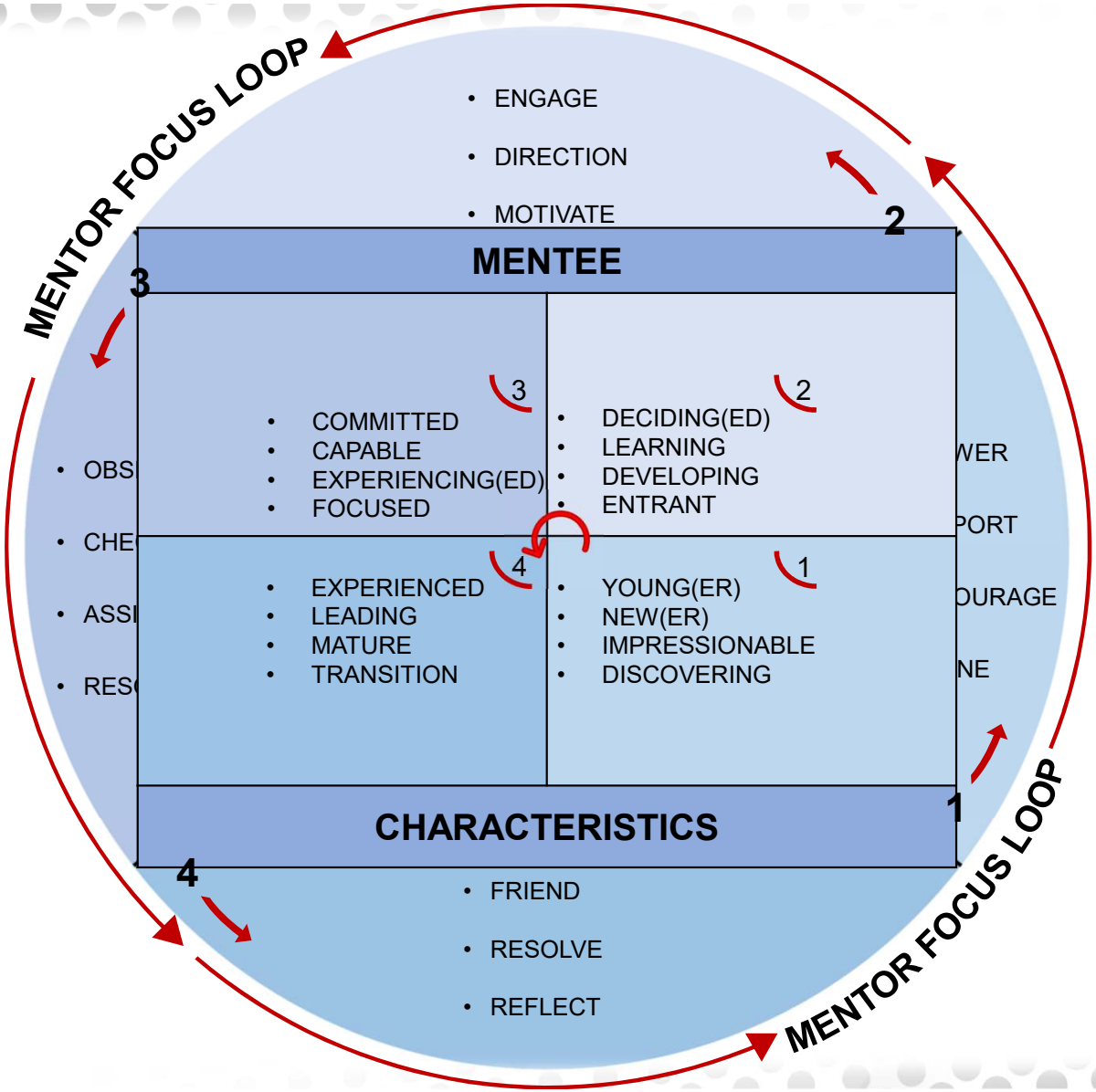
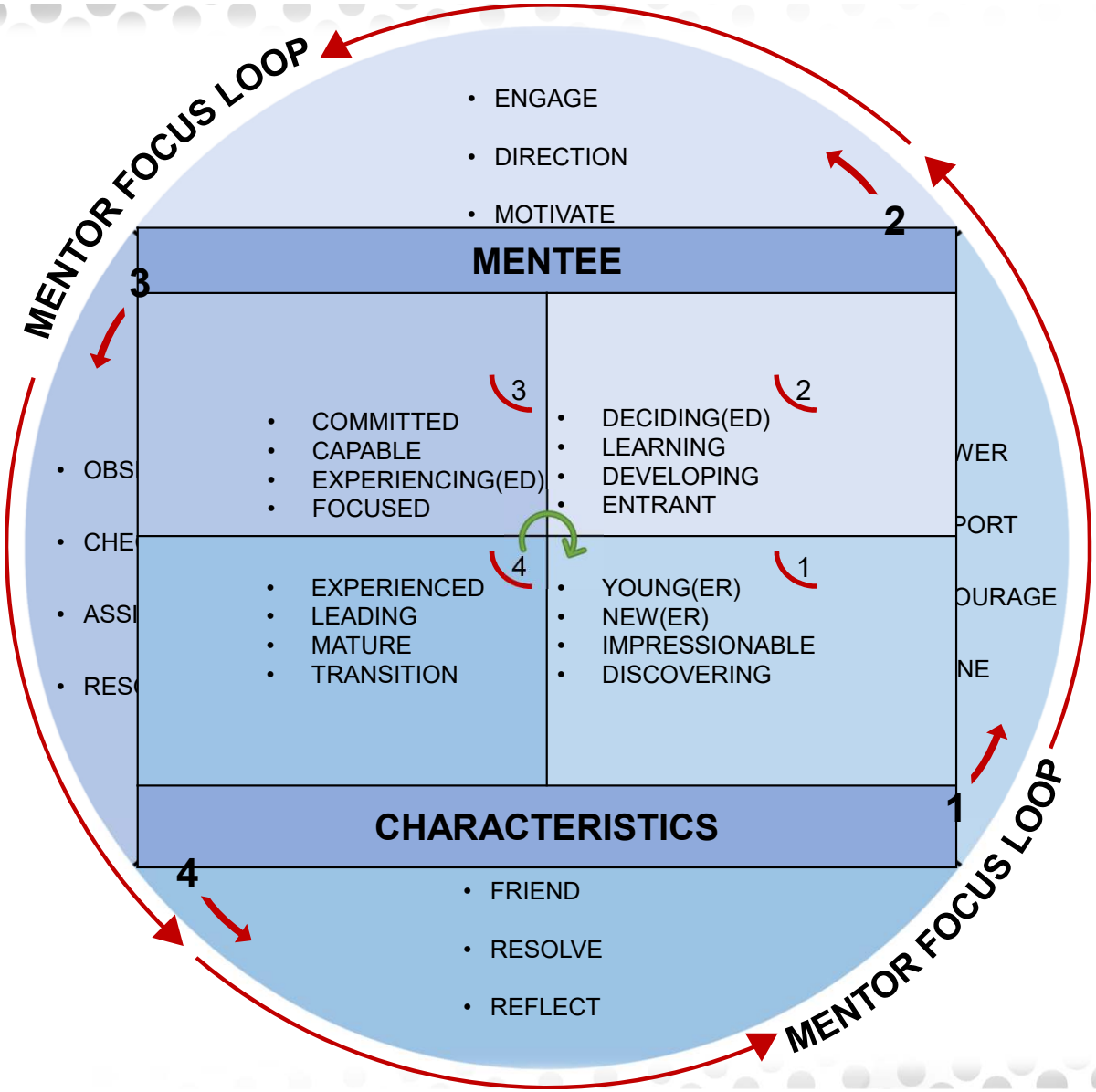


A Mentee : Mentor Phase Model

D.G. HOPWOOD
2019

Mentorship in Professional Safety



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2019

The *mentor*…

- ❑Is present
- ❑Is responsive
- ❑Is consistent
- ❑Provides a path and goals
- ❑Helps hone skills, and
- ❑Endures when times get tough
- ❑Aligns their “phase” with that of the mentee

The *mentee*…

- ❑Honors the covenant
- ❑Is honest
- ❑Follows through
- ❑Recognizes what “part of the phase” they’re in

Mentoring in Safety…*where the mentor helps the mentee…*

- ❑Academic/educational
- ❑Technical
- ❑Operational
- ❑Process
- ❑Business
- ❑Relationships
- ❑Resources
- ❑Decision-making
- ❑Leadership

The next question has to be, “does the mentee benefit the mentor?...

- ❑Practice
- ❑Validation
- ❑Engagement
- ❑Technical development
- ❑Involvement
- ❑‘Pays back’ for when they were a mentee
- ❑Role modelling
- ❑And, it feels good to pitch in…

In the end, everyone benefits, but at some point…

…the Mentee becomes a Mentor

Thank you very much…

May 14, 2019

San Diego Chapter ASSP

Monthly Breakfast Meeting

Write Dan if you have any questions or comments

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