

## Mentor Development Pathway Example

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This outlines the “development pathway” for volunteer mentors at the \_\_\_\_\_. It is intended as a guiding framework to be used by the volunteer and the Volunteer Coordinator. There are 4 “training blocks” (see 1, 2, 3, 4) that can be combined and accomplished individually or in a group. Being a good mentor requires ongoing learning and proactive work on the part of the volunteer.

Step	Owner	Action	How?	Date
<b>Intro E-Mail</b>	Volunteer Coordinator	<ul style="list-style-type: none"> <li>Send a “getting started” e-mail: role description, Volunteer Handbook, link to Resource Page and date of Orientation.</li> </ul>	Reading of E-Mail	
<b>General Orientation (1)</b>	Volunteer Coordinator	<ul style="list-style-type: none"> <li>Attend LLC orientation (1:1 or small group). Get copies of the Coaching Manual and Customized Care Menu.</li> <li><i>Pre-reading: Volunteer Handbook and web site.</i></li> </ul>	Live event or video	
<b>Overview (2)</b>	Lead Volunteer	<ul style="list-style-type: none"> <li>Overview of the Mentor role using the Mentor Resource Page.</li> <li><i>Pre-reading: Mentor Role Description and Mentor Resource Page.</i></li> </ul>	Live event or video	
<b>Sponsor Assigned (Optional)</b>	Volunteer Coordinator	<ul style="list-style-type: none"> <li>New Mentor is assigned an experienced volunteer as a “development sponsor”.</li> </ul>	1:1 Meetings	
<b>In-Depth (3)</b>	Lead Volunteer	<ul style="list-style-type: none"> <li>In-depth look at the Mentor role with an emphasis on the documents and weekly process.</li> <li><i>Pre-reading: various Mentee Folder documents.</i></li> </ul>	Live event or video	
<b>Mentoring 101 (4)</b>	Life Solutions Network	<ul style="list-style-type: none"> <li>Mentor attends Mentoring 101 (hosted by the Life Solutions Network) and gets a copy of the slides and Mentor Skill Tool.</li> <li><i>Pre-reading: Skills Assessment Tool.</i></li> </ul>	Live event or video	
<b>Self-Assessment</b>	Volunteer	<ul style="list-style-type: none"> <li>The volunteer assesses 1) their ability to perform each element on the role description and 2) each skill on the Mentor Skill Tool.</li> </ul>	Reflection	
<b>Coaching</b>	Volunteer	<ul style="list-style-type: none"> <li>The volunteer has their first 1:1 coaching experience.</li> </ul>	Experience	
<b>Feedback</b>	Volunteer Coordinator	<ul style="list-style-type: none"> <li>The Mentee provides feedback regarding the overall experience and the skills of the CSC.</li> </ul>	Feedback Tool	
<b>Assessment</b>	Volunteer Coordinator	<ul style="list-style-type: none"> <li>The Mentor Coordinator has a 1:1 discussion about the skill self-assessment and the feedback from the Candidate.</li> </ul>	1:1 Meeting	

### **Indicated Actions and Questions:**

- Post Orientation slides on CSC Resource Page.
- Develop Candidate feedback tool.
- Align on how best to ascertain mentor capability. The current process has two elements: CSC self-assessment of skills and feedback from the 1<sup>st</sup> supported Candidate.
- Discuss use of terms with Tami: Volunteer Coordinator vs. CSC Coordinator.
- Where do Care Planning offers get covered?