

# SHS Academy Program Training



Sarah Kremer, LPCC, ATR-BC, PhD candidate

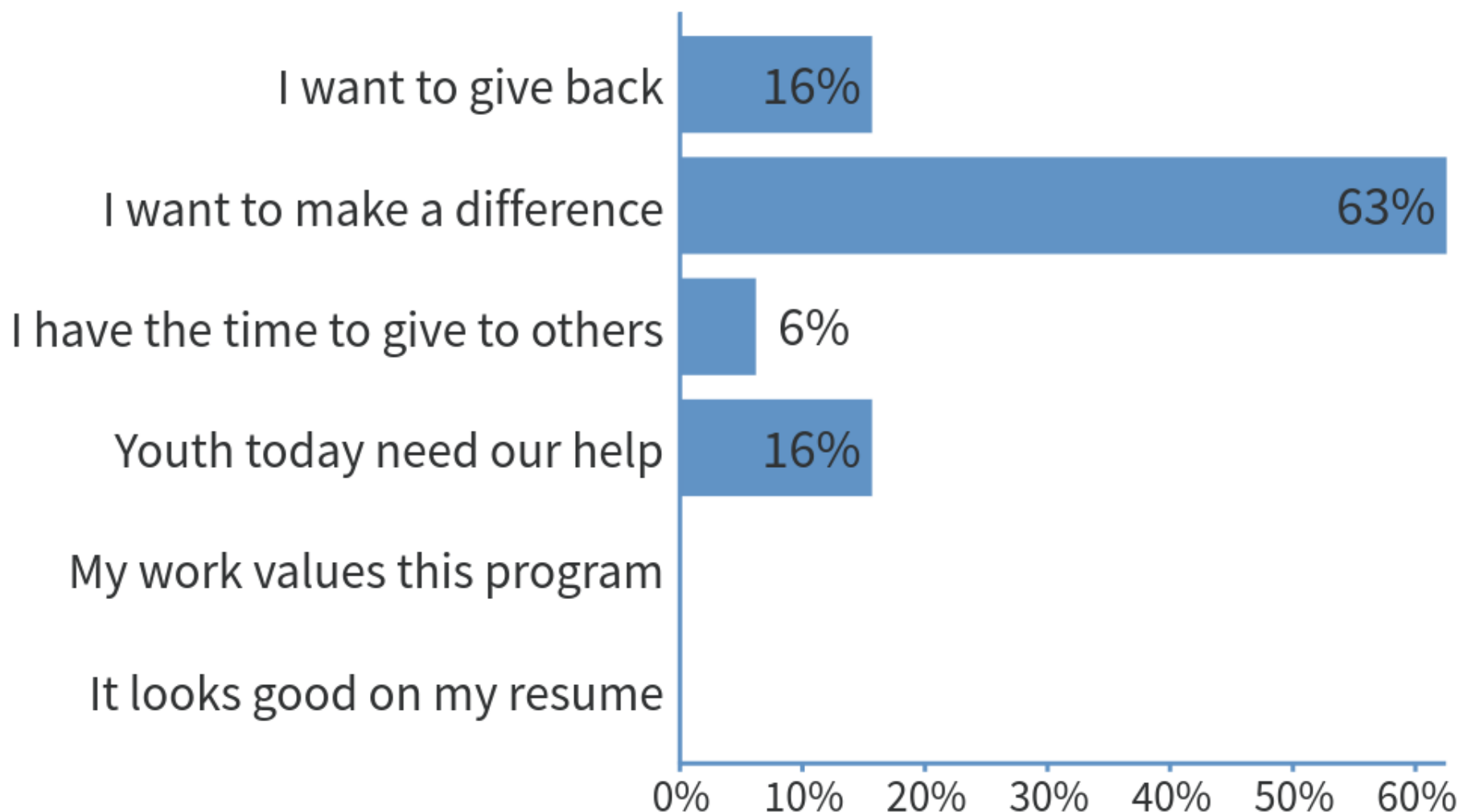
# Why are you here today?



When poll is active, respond at **PollEv.com/fx2016**



Text **FX2016** to **37607** once to join



# If you had to pick one, what is the MOST important quality or skill in being an effective mentor?



Respond at **PollEv.com/fx2016**



Text **FX2016** to **37607** once to join, then text your message



The relationship  
is  
the intervention.

*Johnston, 2005*



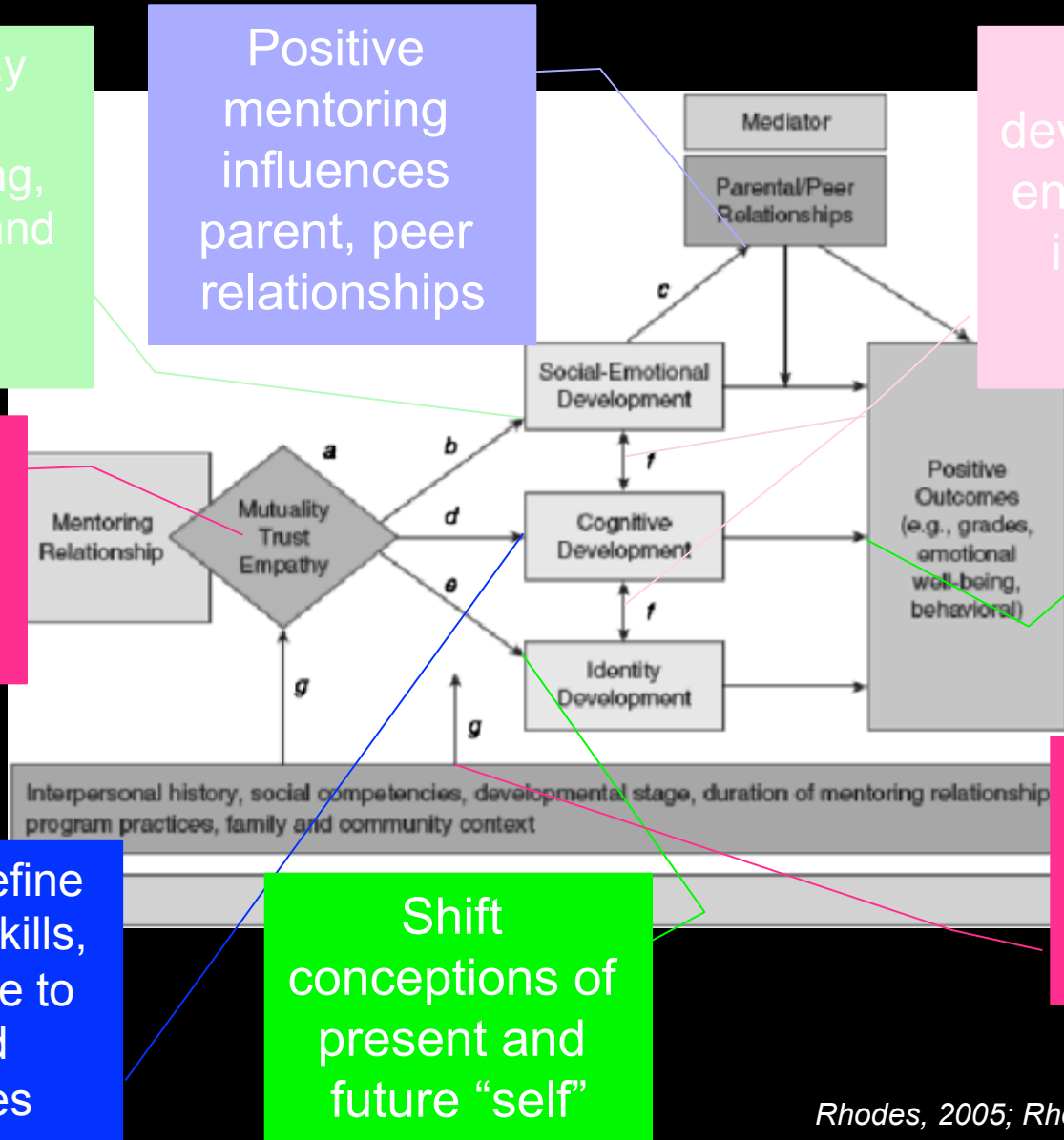
# Model of Youth Mentoring Relationships

Mentors may help in understanding, expressing, and regulating emotions

Positive mentoring influences parent, peer relationships

Each developmental enhancement influences others

Key to any benefits: strength of relationship



Finally, positive outcomes!

Moderated by individual, family & other contexts

Acquire and refine new thinking skills, more receptive to values and perspectives

Shift conceptions of present and future "self"

# Who Are Mentees?

Interpersonal history, social competencies, developmental stage, duration of mentoring relationship, program practices, family and community context

## **Risk Factors**

- Underserved community
- Lack of access to creative outlet
- Trauma history (family or personal experience)
- Exposure to violence in neighborhood or community
- Mental or physical health issues
- Substance abuse

## **Protective Factors**

- Family relationships
- Cultural connections
- Other positive peer relationships
- Previous experience with creativity
- Academic success

# Why Career-Based Mentoring



- Little guidance, preparation, and resources to succeed in job and higher education environments
  - 15% of American youth do not complete HS
  - About 50% of HS graduates attend 2- or 4-year college
  - Retention rate in college varies, but low
- 5 million American youth (16 – 24) are out of school and unemployed



# Career-Based Mentoring Impacts

- Caring adults represent key component in efforts to help youth succeed in transition to adulthood
- Work-based mentors help students acquire skills, knowledge, and work habits needed





# Career-Based Mentoring Focus

*Not just...*

- How To Do Job Right
  - *Technical Competence*

*But also...*

- How To Get Along at Workplace
  - *Personal & Social Competence*
- How To Act Responsibly
  - *Personal Competence*
- How To Participate in Organization
  - *Social Competence*



*Hamilton & Hamilton, 2002*



# #ShowUp

• Thank You  
for  
showing up.

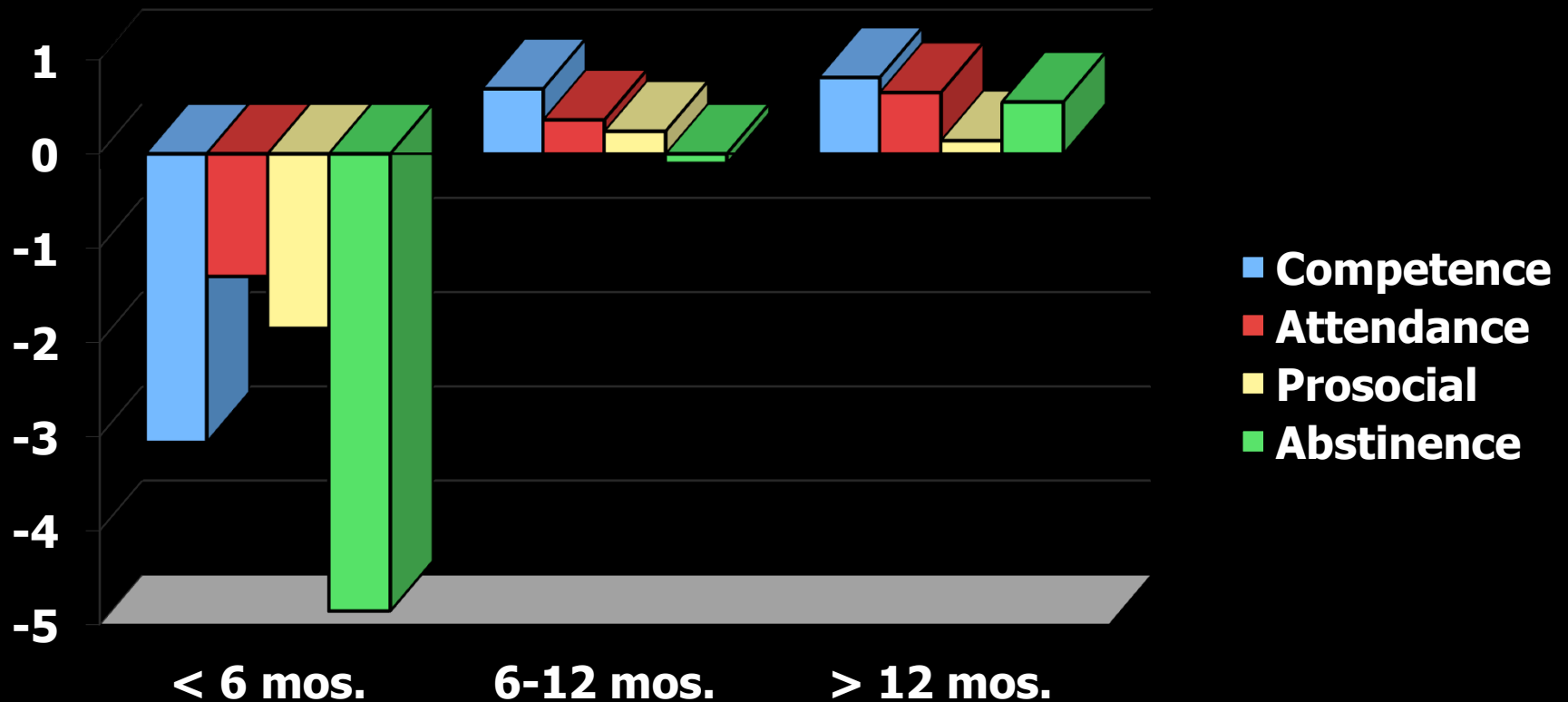
# Ineffective Mentoring

“Mentor practices that lead to a disappointing relationship can have an adverse effect, eroding a youth’s self-esteem and trust in adults.”

*Grossman and Rhodes, 1999*



# Ineffective Mentoring



# #Mentor Role

**A MENTOR IS  
SOMEONE WHO  
ALLOWS YOU TO  
SEE THE HOPE  
INSIDE YOURSELF**

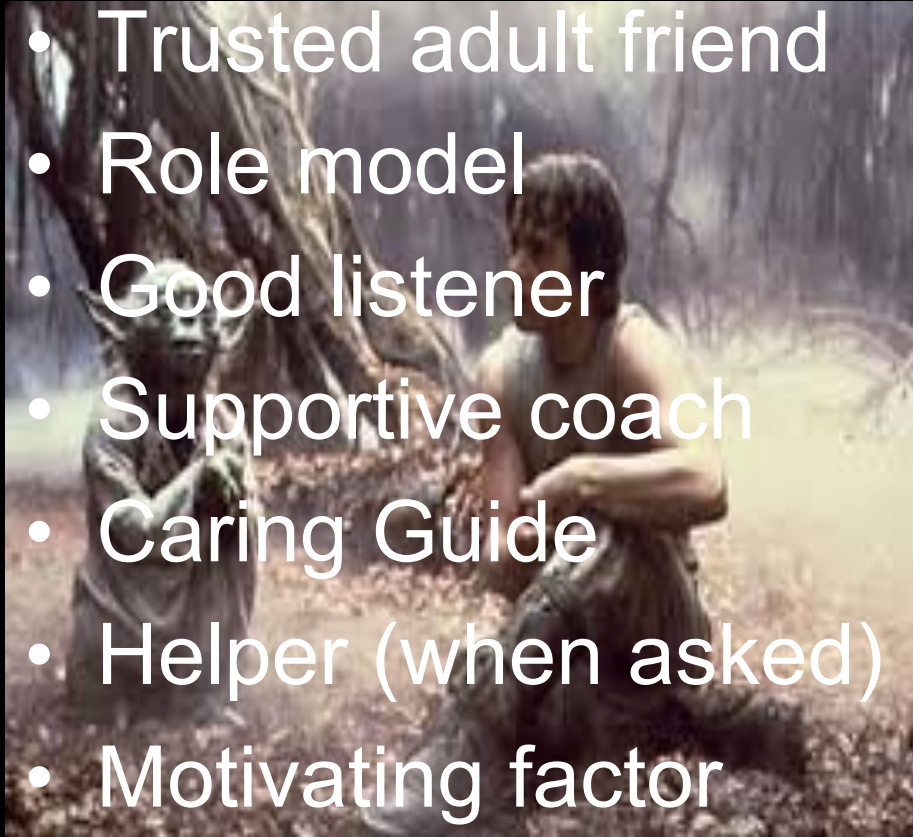
OPRAH WINFREY

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PICTUREQUOTES

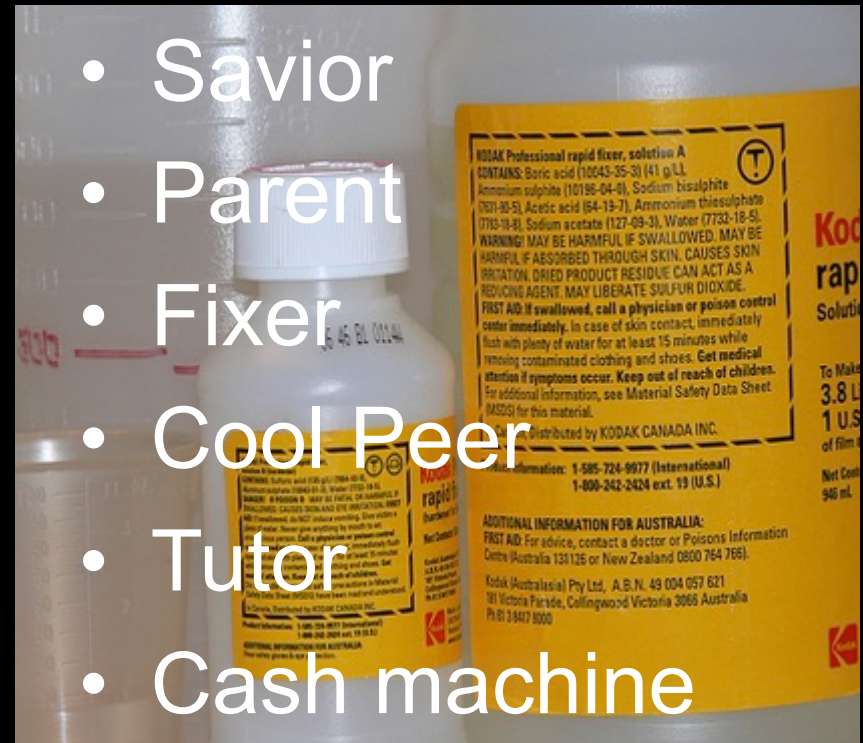
# A Mentor Is...

- Trusted adult friend
- Role model
- Good listener
- Supportive coach
- Caring Guide
- Helper (when asked)
- Motivating factor



# A Mentor Is Not...

- Savior
- Parent
- Fixer
- Cool Peer
- Tutor
- Cash machine



MENTOR

SUPERVISOR

FRIEND

PARENT

# Limits and Boundaries

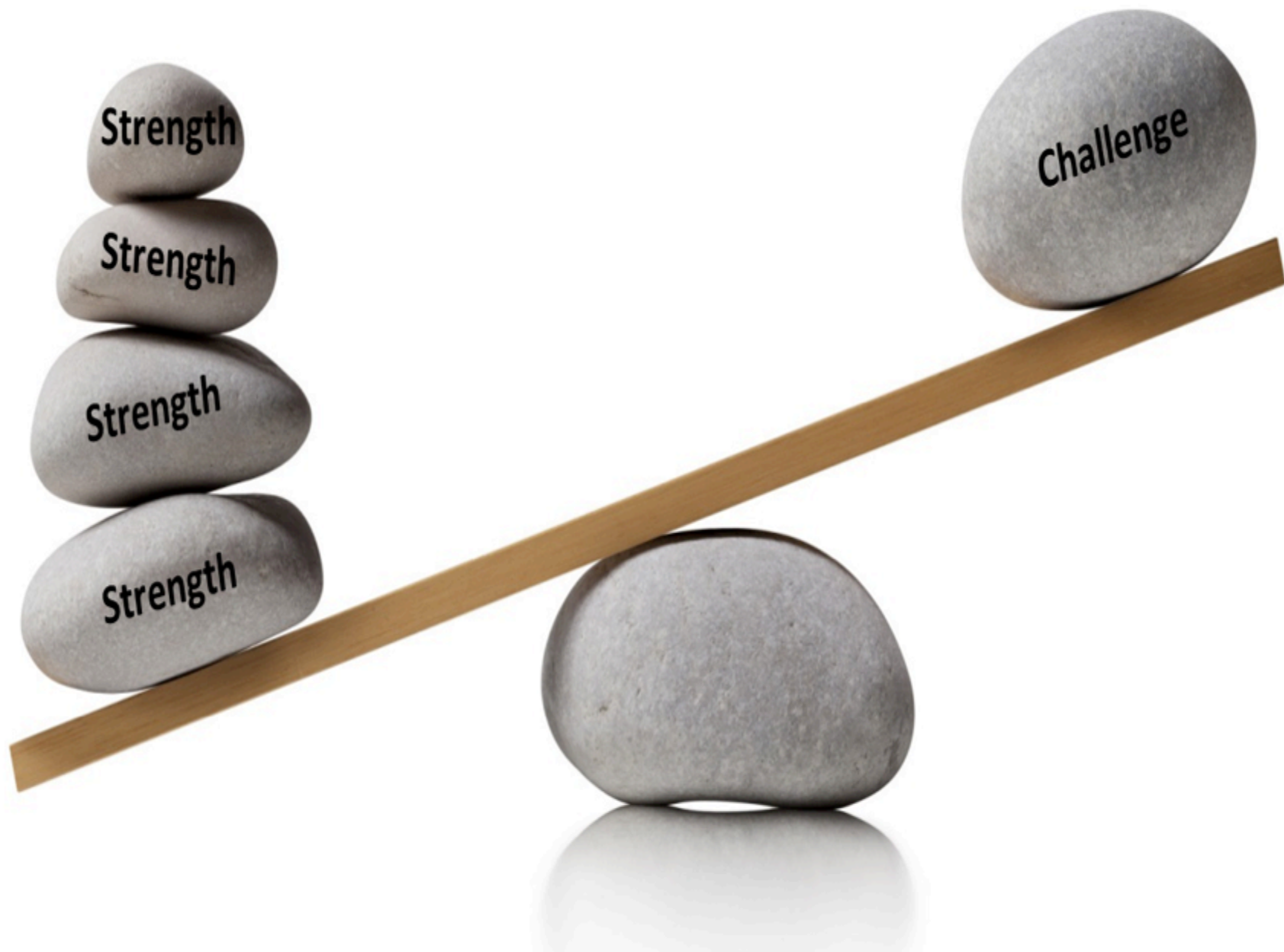
## Areas to be aware of

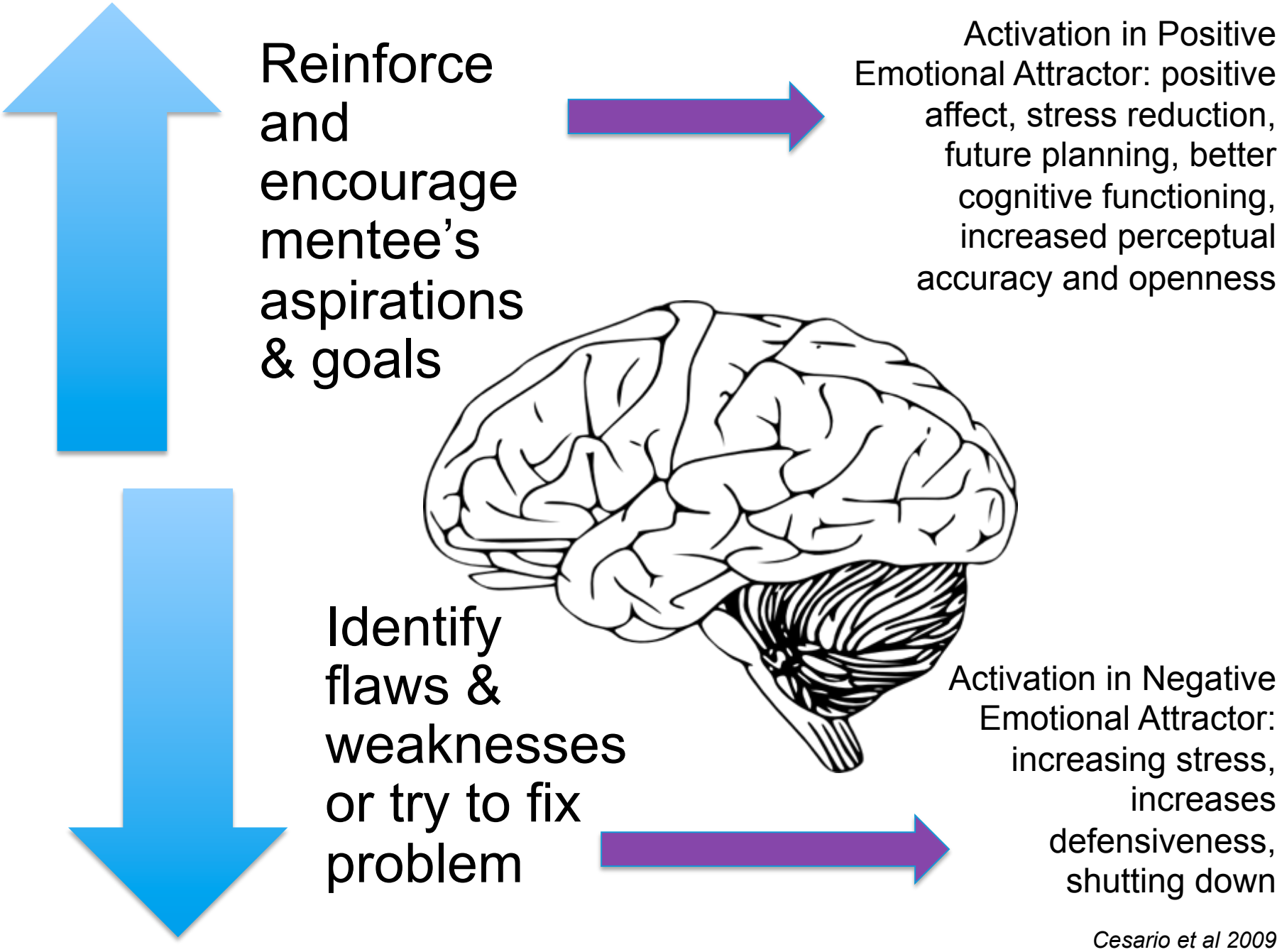
- **Family interaction**
- **Available time**
- **Money**
- **Activities outside of class**
- **Self disclosure**
- **Social media connections**
- **Interacting with other youth/ mentors/ staff**



# #Strengths Based Support







Reinforce  
and  
encourage  
mentee's  
aspirations  
& goals

Activation in Positive  
Emotional Attractor: positive  
affect, stress reduction,  
future planning, better  
cognitive functioning,  
increased perceptual  
accuracy and openness

Identify  
flaws &  
weaknesses  
or try to fix  
problem

Activation in Negative  
Emotional Attractor:  
increasing stress,  
increases  
defensiveness,  
shutting down



**#Listen**



**"We think we listen, but very rarely do**

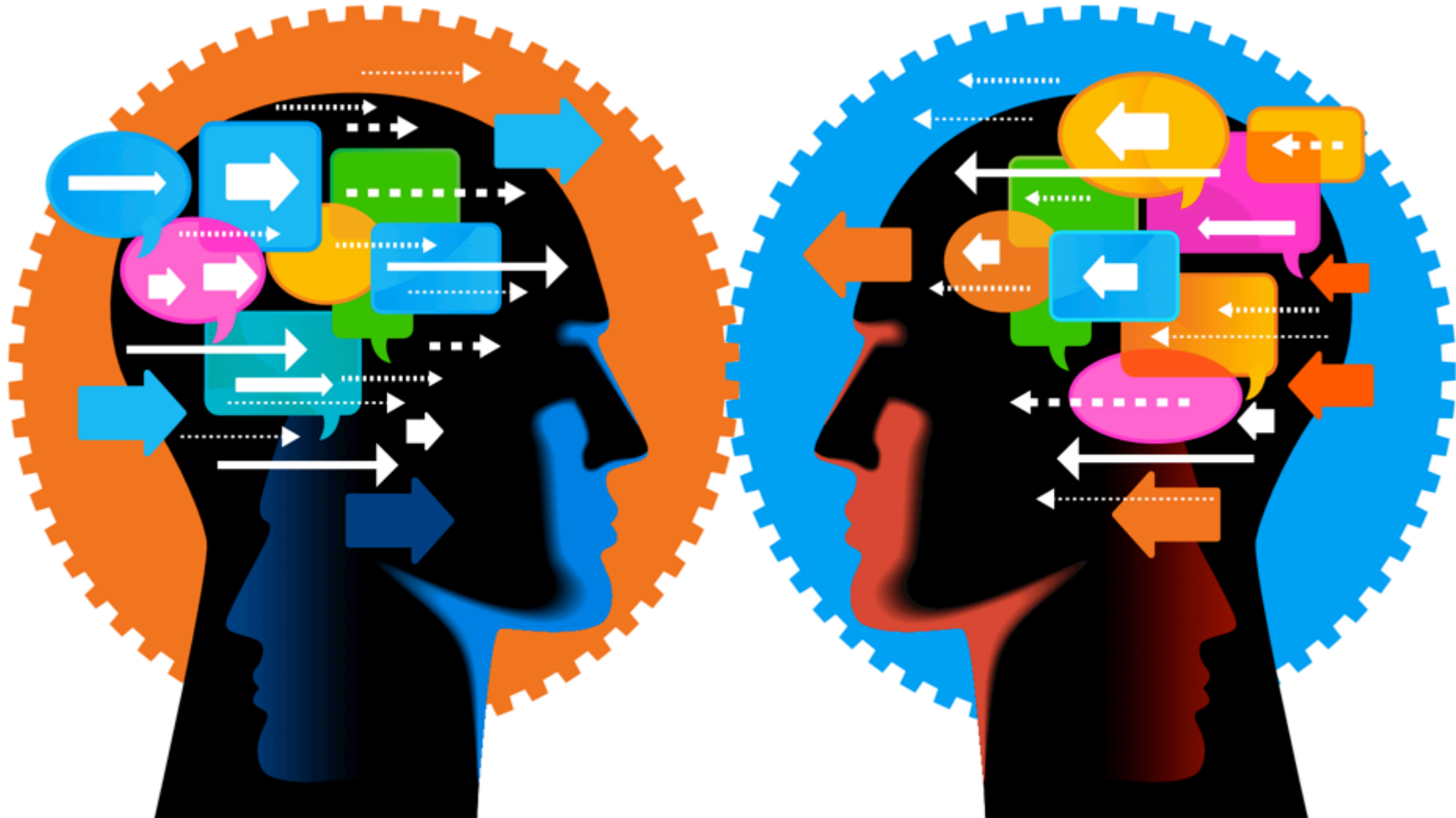


**we listen with  
real understanding,  
true empathy.**

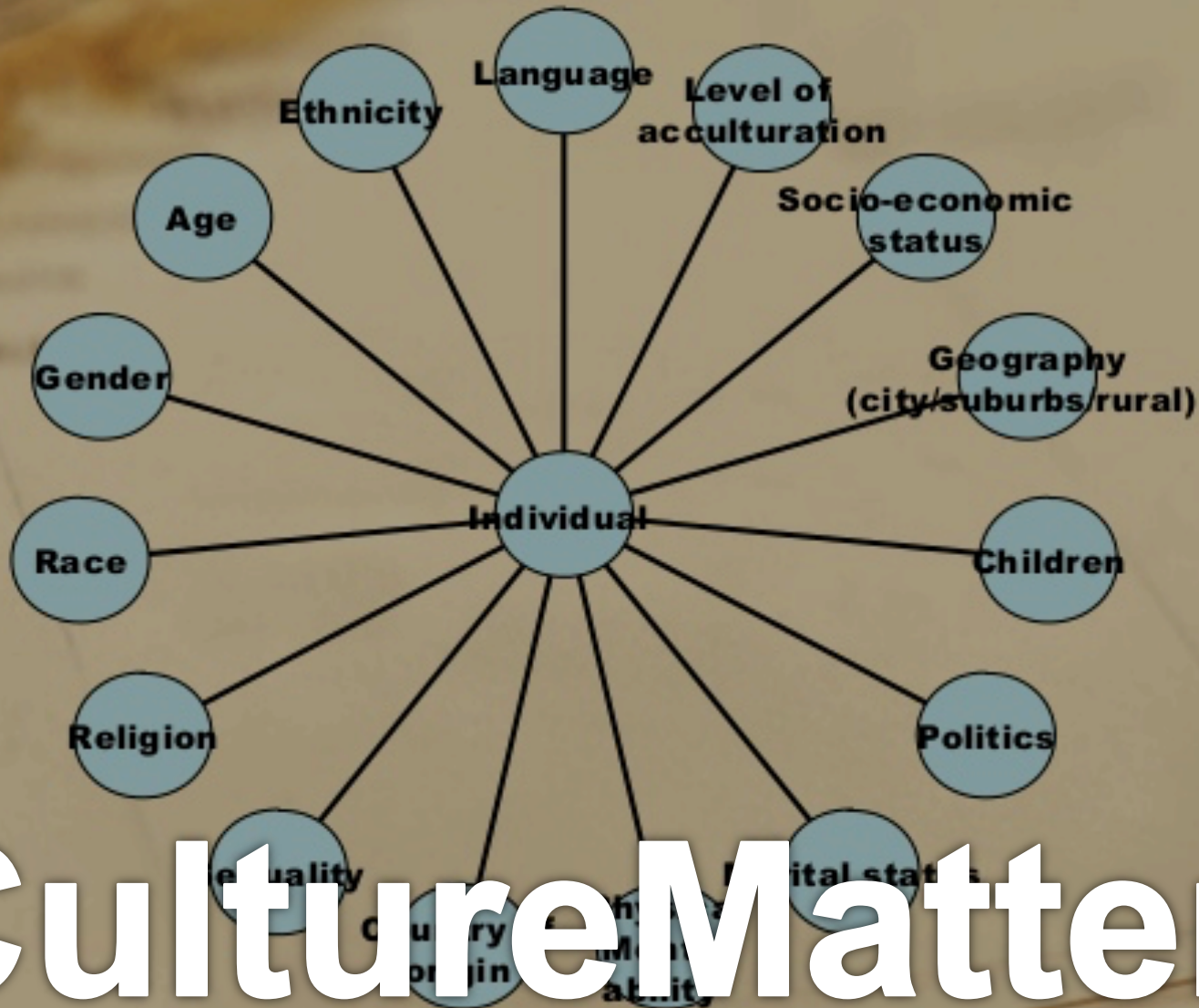
**Yet listening,  
of this very  
special kind, is  
one of the most  
potent forces  
for change  
that I know."**

**Carl Rogers**

# #Communication



# Dimensions of Diversity



# #CultureMatters



# Impact of Culture

- Three big cultural areas
  - Generational
  - Family Systems
  - Socioeconomic/Class
- Learn about and appreciate BOTH similarities and differences
- Examine own prejudices and stereotypes



# #Flexibility





# #Closure



Imperative to have closure meeting

Many mentees' experiences with endings are poor

- Promises made are often not kept
- They may never know what caused ending
- They often will believe it was their fault

All involved come to common understandings and expectations

#Program  
Support



# Crisis Response

- If emergency response needed, contact 911
- Contact mentee's parents/ guardians immediately
- Contact teachers and staff immediately
  - Provide necessary intervention and/or referrals

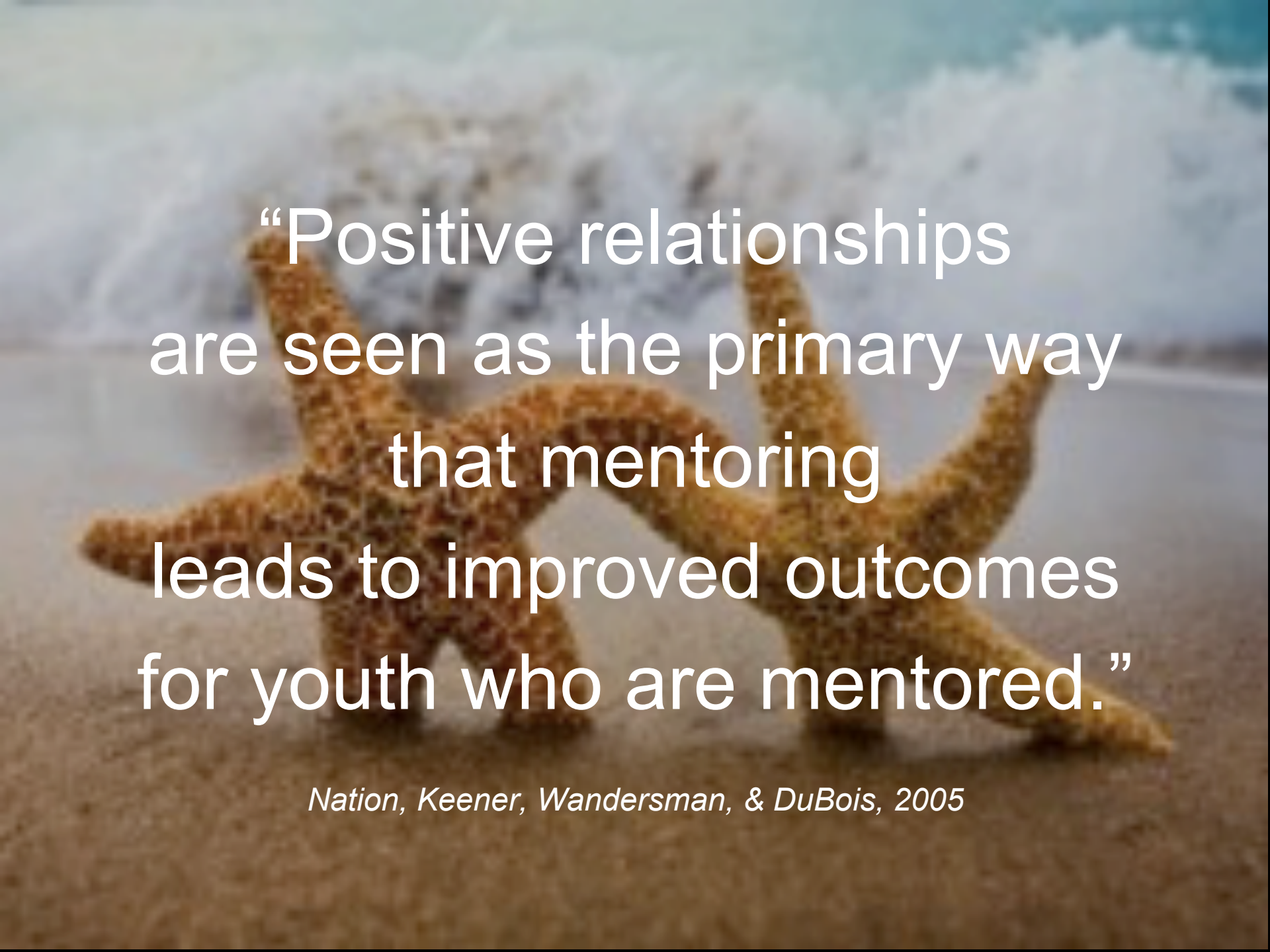




# Keeping Confidentiality

These examples do not fall under what is considered confidential and must be reported by mentors immediately:

- ✓ *When mentee or another child is at risk of harm to themselves or others*
- ✓ *When mentee or another child is being abused, neglected, or exploited*
- ✓ *When mentee reveals clear intent to commit crime that reasonably is expected to result in injury of person*

A large, textured, light brown starfish lies on a sandy beach. In the background, white waves are breaking on the shore under a clear sky. The text is overlaid in white, sans-serif font.

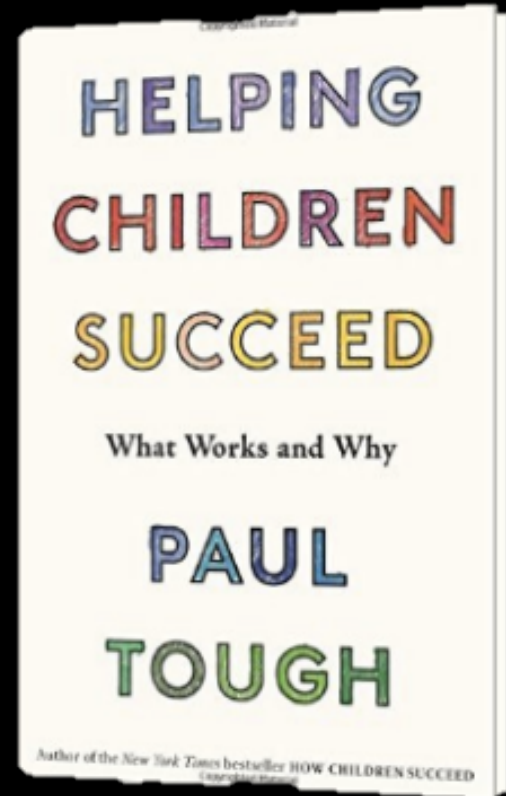
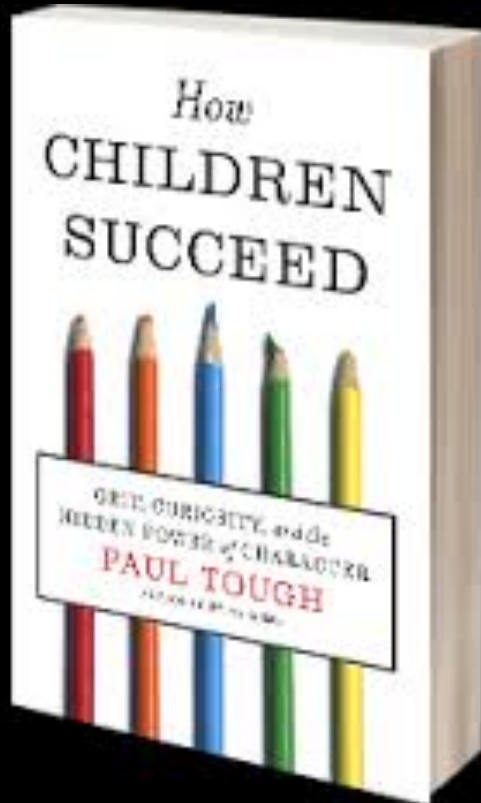
“Positive relationships  
are seen as the primary way  
that mentoring  
leads to improved outcomes  
for youth who are mentored.”

*Nation, Keener, Wandersman, & DuBois, 2005*

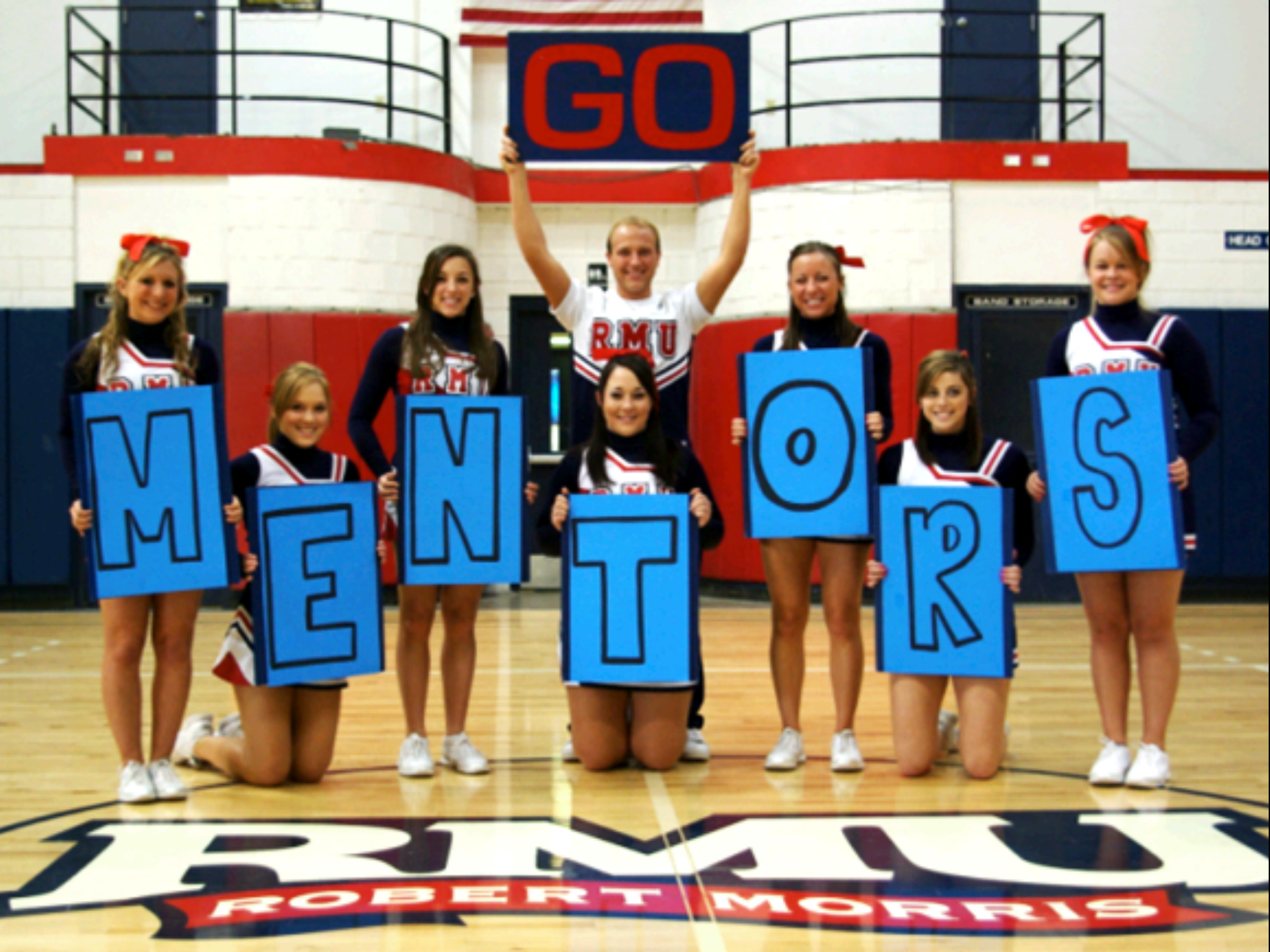
# Homework

*Highly recommended:*

**Paul Tough, 2012 and 2016**







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RMU  
ROBERT MORRIS



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PhD candidate

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A large pile of colorful wooden letters in various colors (red, blue, yellow, green, purple, orange, pink) is scattered on the left side of the image. The letters are of different sizes and are arranged in a messy, overlapping pile.

THANK  
YOU