



The Mentoring Journey

Patricia E. Carreras

February 12, 2019



The Mentoring Journey

General concepts
SPE eMentoring program



Mentor Quotes



A mentor is someone who sees more talent and ability within you, than you see in yourself, and helps bring it out of you.

Bob Proctor

A mentor will assist and facilitate the realization of the dream.

D.J. Levinson et al., "Seasons of a Man's Life", 1978.



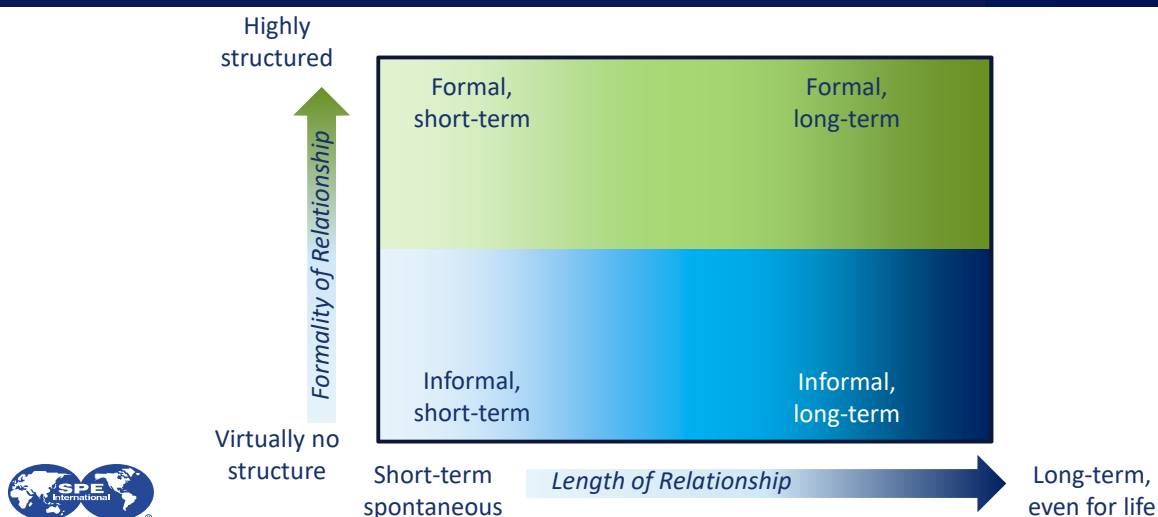
Mentoring Definition



- **Collaborative** learning relationship
- Clear and **mutually** defined learning goals
- Defined period of time
- Developmental opportunity for **both** mentor and mentee



Informal vs. Formal Mentoring



Mentoring vs. Coaching



Factors	Mentoring	Coaching
Mentor/Coach Role	Supports and guides.	Provides the means to meet a goal.
Initiative	Mentee is in charge of learning.	Coach directs the learning.
Focus	Development driven.	Performance driven.
Feedback	General, non-judgmental feedback and support.	Specific feedback and direction.
Interrelation	Personal involvement.	Skills-specific involvement.
Duration	Long-term.	Short-term.
Scheduling	Goals flexible, no time restrictions.	Narrow focus, time restrictions.
Supervision	Immediate supervisor indirectly involved.	Immediate supervisor critical partner.

Logo for SPE International is present in the bottom left corner of the slide area.

Poll Professional Experience



Poll Geographical Location



Poll Mentoring Experience



Mentor Skills



- Knowledgeable.
- Inspiring.
- Non judgmental.
- Share experiences.
- Provide feedback.
- Encourage.
- Demonstrate interest.
- Emphasize strengths.
- Be available.
- Open doors.
- Hold mentee accountable.
- Adjust style as needed.



Mentee Skills



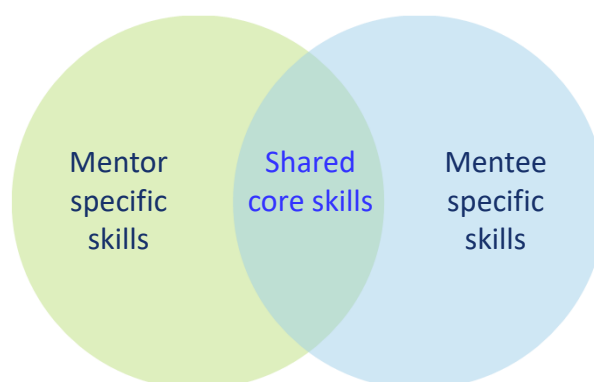
- Set goals.
- Seek challenges.
- Take initiative.
- Show eagerness to learn.
- Accept personal responsibility.
- Manage the relationship.



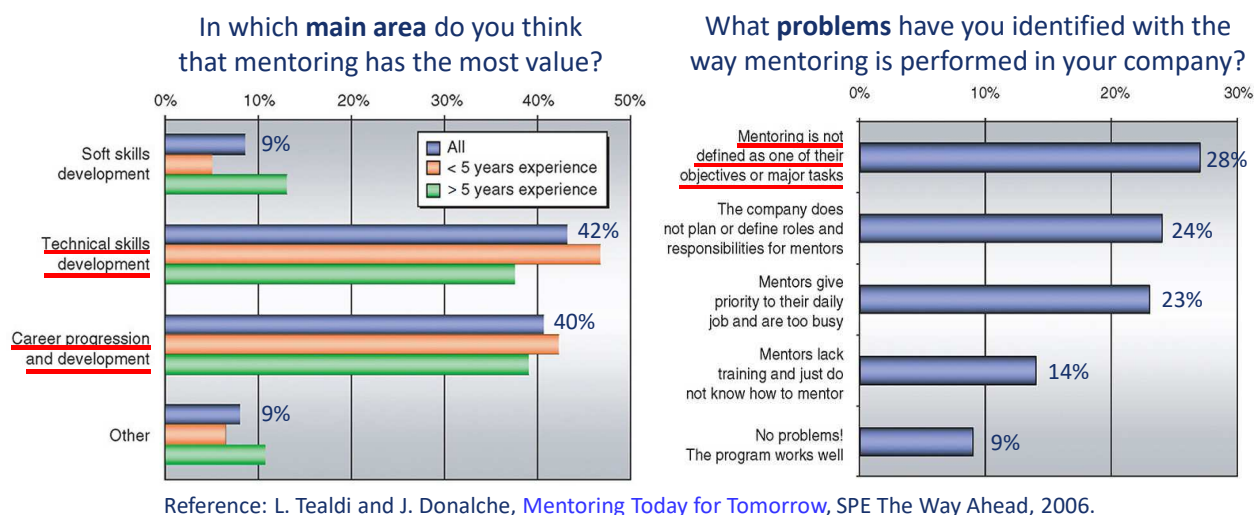
Mentor-Mentee Shared Skills



- Trust.
- Respect.
- Rapport.
- Active listener.
- Keep in contact.
- Articulate.
- Prepare for meeting.



SPE TWA Mentoring Survey



Mentor Role Play



You agreed to be a mentor in your organization's new mentoring program. After a lengthy matching process, you were paired with a person who is extremely shy. You're very outgoing, so this has proved a challenge for you. Your mentee is very diligent, shows up for all your meetings, does mentoring homework, and frequently expresses appreciation to you. You notice that when you and this person are talking she almost never makes eye contact with you. Most of the people in your organization value eye contact.

What would you do?



Poll Mentor Role Play



Most of the people in your organization value eye contact.

What would you do?



Mentee Role Play



After an exhausting day you checked the messages that you have received and are shocked to hear an irritated message from your formal mentor:

"I'm pretty tired of this. I've put more than enough work into trying to mentor you and, quite frankly, I've had it! More than a week and no contact from your part. As far as I'm concerned, we're finished."

Your mind races as you try to determine what you did (or didn't do.)

In fact, you thought the relationship was going well, and you've certainly received a lot from your sessions.

It's Friday night and you've never asked if you could call your mentor on the weekend.

What would you do?



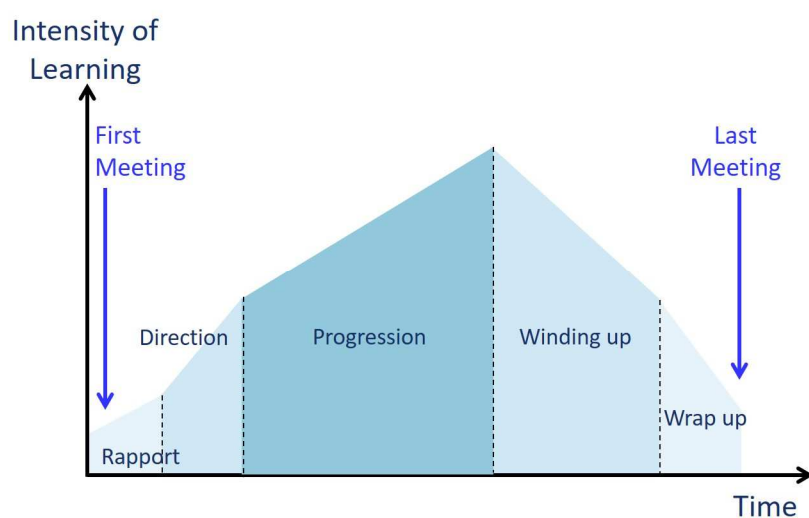
Poll Mentee Role Play



*It's Friday night and you've never asked if you could call your mentor on the weekend.
What would you do?*



Mentoring Relationship



Mentoring First Meeting



- Goals
- Meetings
- Communication
- Duration
- Confidentiality

S	Specific
M	Measurable
A	Achievable
R	Relevant
T	Time Based



Mentoring Direction



Task	July Week 1-2	July Week 3-4	Aug Week 1-2	Aug - Nov	Dec Week 1-2	Dec Week 3-4
Discuss mentee's objectives for the program.						
Mentee to purchase reference textbook.						
Enroll on SPE Connect, Technical Community.						
Enroll on SPE webinar or read a paper.						
Chapter 1						
Study, summarize, present.						
Other chapters						
Study, summarize, present.						
Mentoring program wrap-up.						



Mentoring Last Meeting



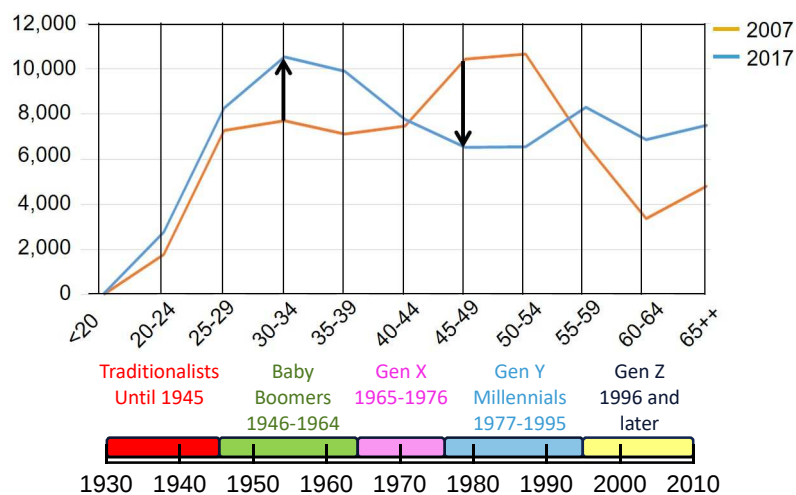
- Review
- Evaluate
- Celebrate



Diversity: The Age Gap



SPE Professional Members by Age



Diversity: The Gender Gap



Women's Traits

- Rapport
- Supportiveness
- Building relationships
- Ask questions
- Cooperate
- Holistic
- Seek consensus
- Relate

Men's Traits

- Report
- Dominant
- Individuality
- Avoid questions
- Assert
- Focused
- Give orders
- Resolve



Diversity: Male Mentors for Women



- Builds diversity.
- Creates an inclusion champion.
- Advances understanding of challenges women face at the workplace.
- Helps leaders be more empathetic.



Mentor Feedback email 1



I have included some edits for grammar and clarity in the document. The proposal needs substantial work before I see it again. You have cited a lot of prior research in the introduction and literature review, but it is disorganized and difficult to follow. The method and expected results sections are okay, but I am not convinced of the importance of this research based on this draft. I will take another look once this proposal has been drastically improved.

What are your initial reactions to this feedback?

If you were the mentee, how would you feel?



Mentor Feedback email 2



This is a good first draft of the research proposal. I have included some edits for grammar and clarity in the document. I can tell that you have put in a lot of time and effort into reviewing the literature. You have written literature reviews in the past so I know this is an area of strength for you. The methods and expected results are clearly articulated and are explained in a way that should be accessible to a broad audience. The implications section needs some work, particularly where you are trying to make the case for the importance of this study. I can provide you with some good examples if they would be helpful. I think you could also spend a little more time in the introduction section setting up the study objectives. I would like to review the proposal again once you have addressed these comments. I know writing can sometimes be stressful but I have every confidence that you can get this draft to where it needs to be.

What are your initial reactions to this feedback?

If you were the mentee, how would you feel?



Poll SPE eMentoring Program



SPE eMentoring Program



- Login in SPE.org, Membership, eMentoring

Home About SPE Contact Us Sign Out Select Language

Membership Events Publications Training Resources

SPE Society of Petroleum Engineers Welcome, Patricia Carreras My profile

eMentoring

eMentoring enables mentors and mentees to communicate online at their convenience and across time zones.

Become a Mentor
Help guide the career of a young professional.

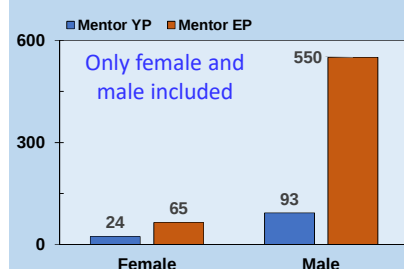
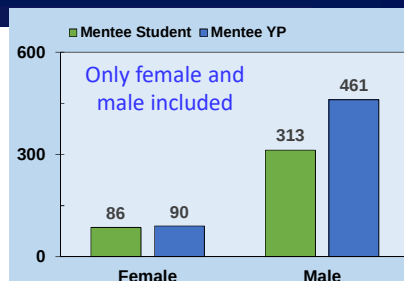
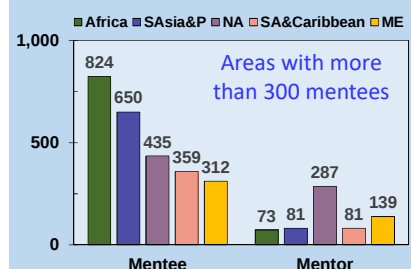
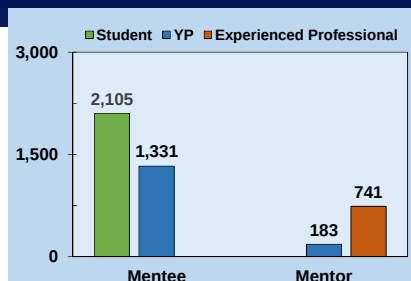
Request a Mentor
Gain valuable insight from industry experts.

eMentoring Stories
Learn how the program helped these members.

Sign In
Already a participant? Log into your account.



SPE eMentoring Statistics



SPE eMentoring Mentees Learnings



Do's

- Professional experience.
- Industry trends.
- Explanation of a typical work week or day.
- Advice for defining and reaching goals.
- Recommendations for additional development or education.
- Job interview tips and resume reviews for students.
- Academic and career guidance for students.

Don'ts

- Supplemental tutoring with school projects, papers, and research.
- Internships or job offers.
- Technical consultancy.



Reference: [Mentees Best Practices](#), SPE eMentoring Program.

End of the Journey



When the student is ready,
the master will appear.

Join the SPE eMentoring program!



References



- Catherine T. Amelink, [Mentoring and Women in Engineering](#), Assessing Women and Men in Engineering (AWE), 2008.
- David Clutterbuck, [Everyone Needs a Mentor](#), July 2008.
- Tayvis Dunnahoe, [Generational Differences in the Workforce](#), SPE Oil Gas Facilities, January 2013.
- Debra Graham, [Gender Styles in Communication](#), University of Kentucky, Human Resources Training and Development.
- Alama M. Hill, [4 Benefits of Male Mentors for Women in Business](#), American Management Association, June 2018.
- Amy Iversen, [The Mentoring Relationship](#), King's College London, Department of Physiological Medicine, December 2015.
- Karima Merchant, [How Men And Women Differ: Gender Differences in Communication Styles](#), Claremont McKenna College, 2012.
- Joel Parshall, [After Years, 'Big Crew Change' Has Passed, But Learning, Training Challenges Remain](#), SPE JPT, June 2017.
- Christine Pfund, [Optimizing Mentoring Relationships](#), University of Wisconsin-Madison (UW).
- Linda Phillips-Jones, [The Mentoring Coordinator's Guide, The Mentor's Guide, The Mentee's Guide](#), 2003.
- Gordon F. Shea, [How to Develop Successful Mentor Behaviors](#), October 2001.
- Lois G. Zachary, [The Mentor's Guide, The Mentee's Guide](#), 2012.
- Building Effective Mentoring Partnerships For Mentors and Mentees, <http://pcaddick.com/>.
- Introduction to Toastmasters Mentoring, Rev. 11/2016, item 8204, www.toastmasters.org.
- Mentor Her: A Mentorship Initiative, <https://leanin.org/mentor-her>.



