

Developing Your Mentoring Constellation

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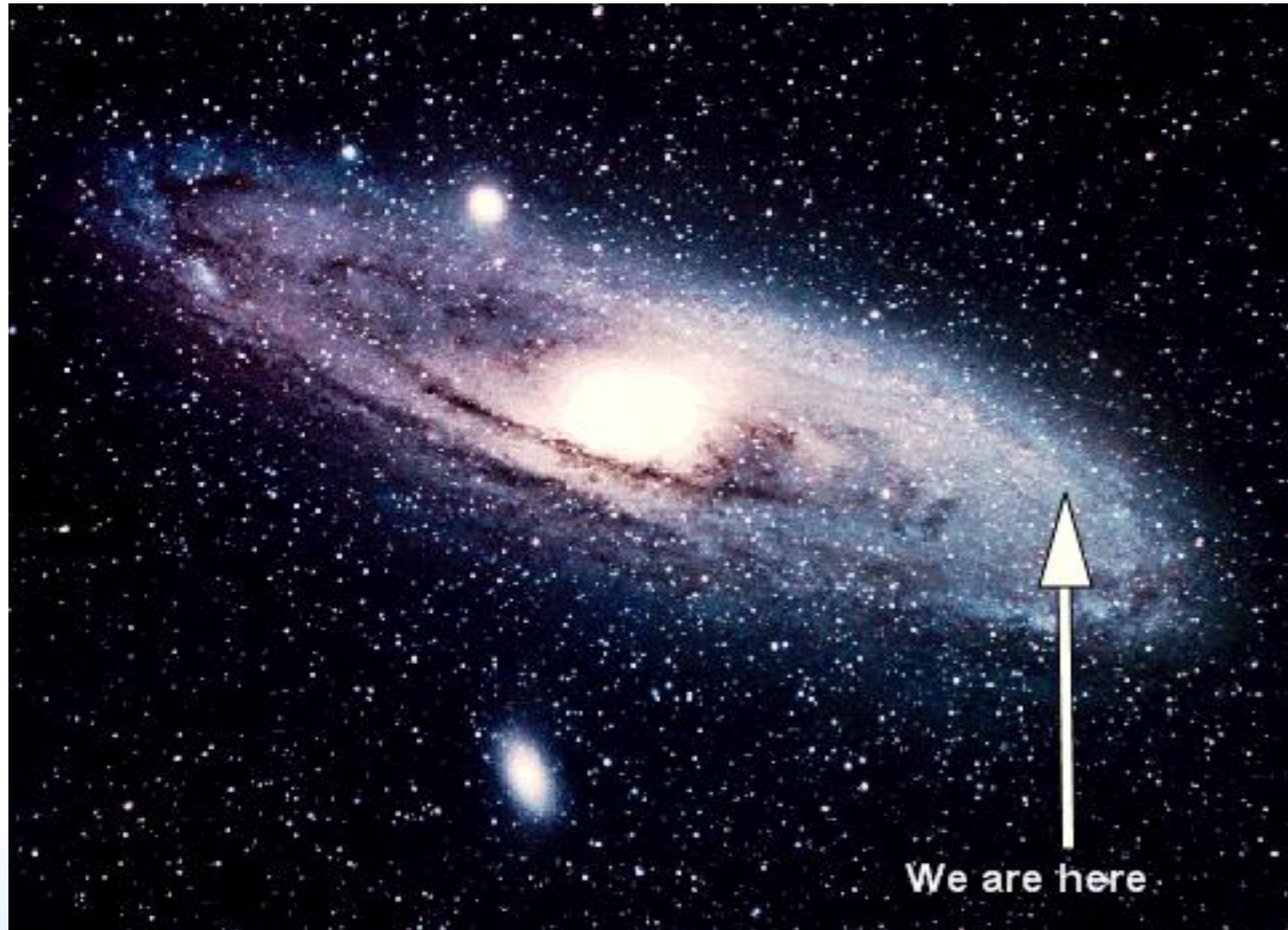
Mentoring Constellation



Where Are You Today

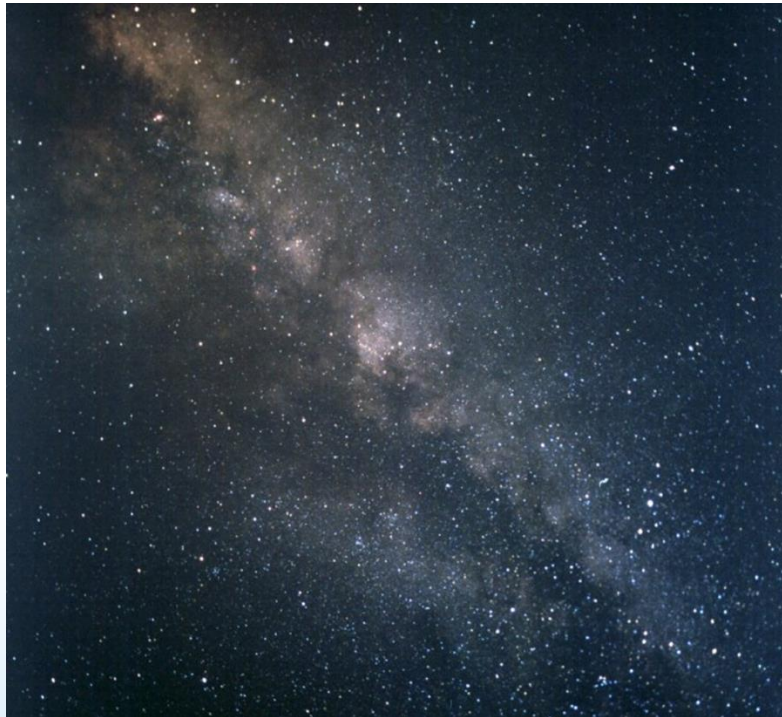


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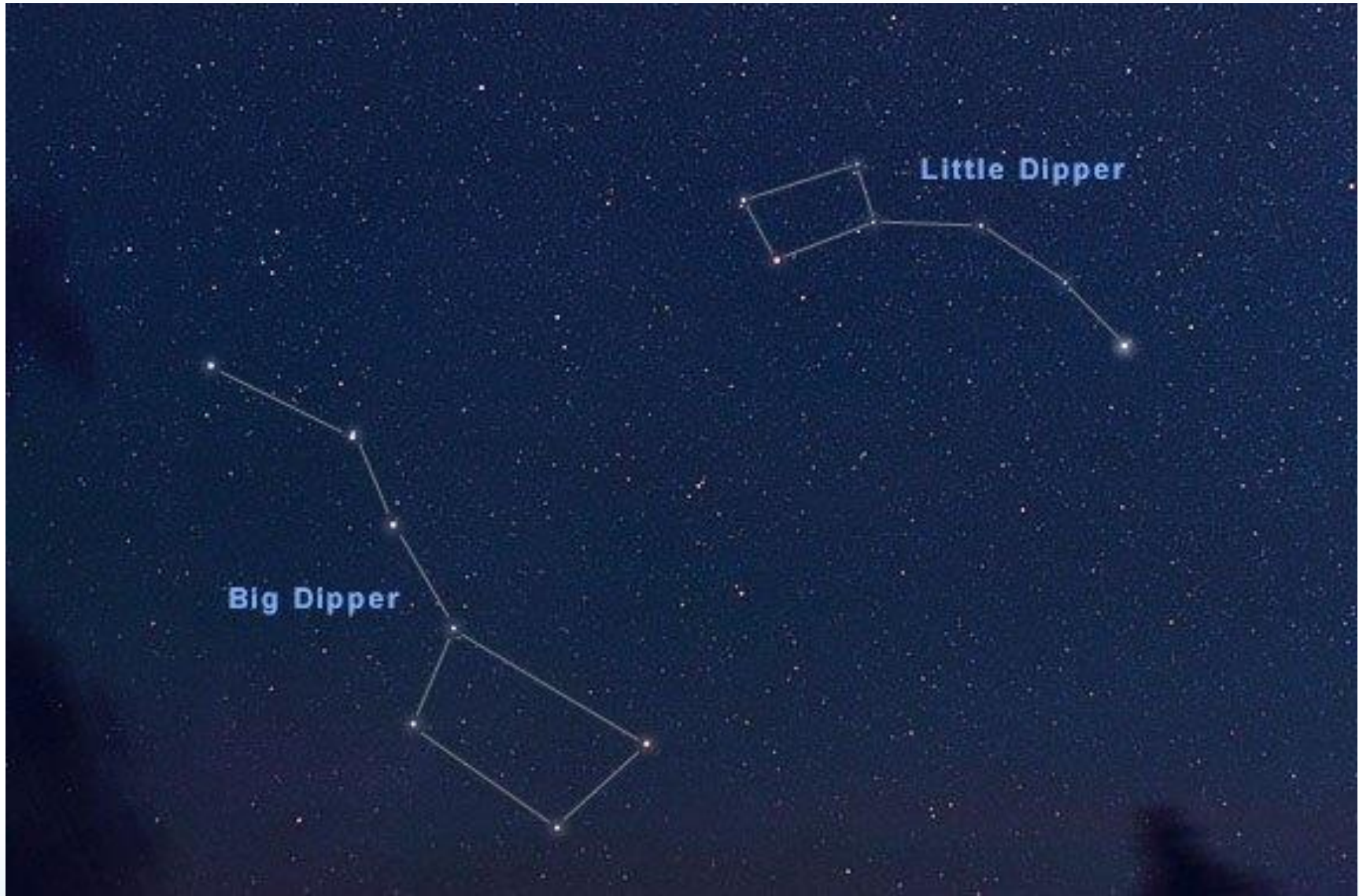


Seasons/Times Of Life

- Seasons: Stars – Mentors can vary by seasons of life
 - Milky Way is only in the summer
- Times: Stars – Mentors may only be visible during certain time
 - The sky looks different at 10 pm verses 4 am



However: Big Dipper ALWAYS Points North



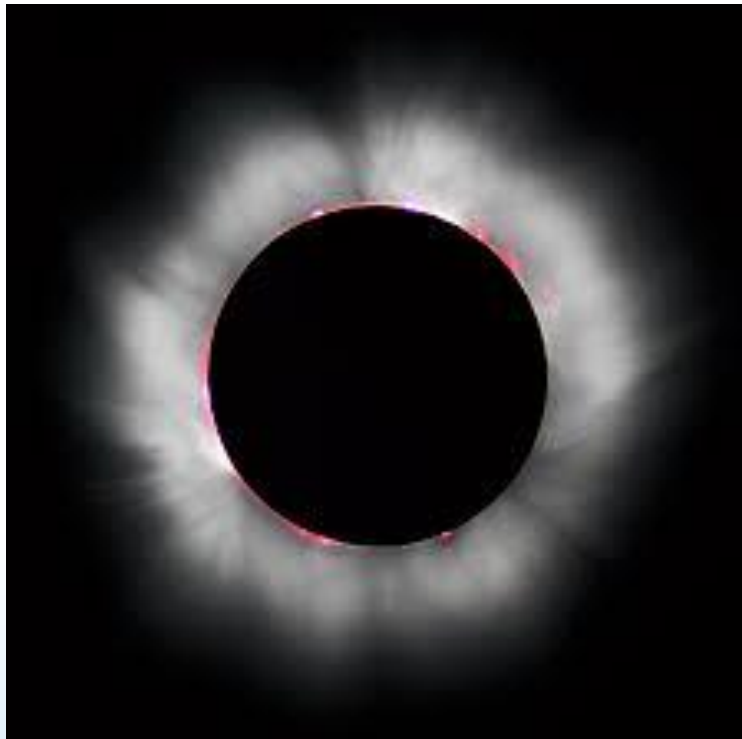
Same Mentor - Different Position

- Multiple Mentees can see the same Mentor
- Mentor sees Mentees in different positions
- Differences is position in sky



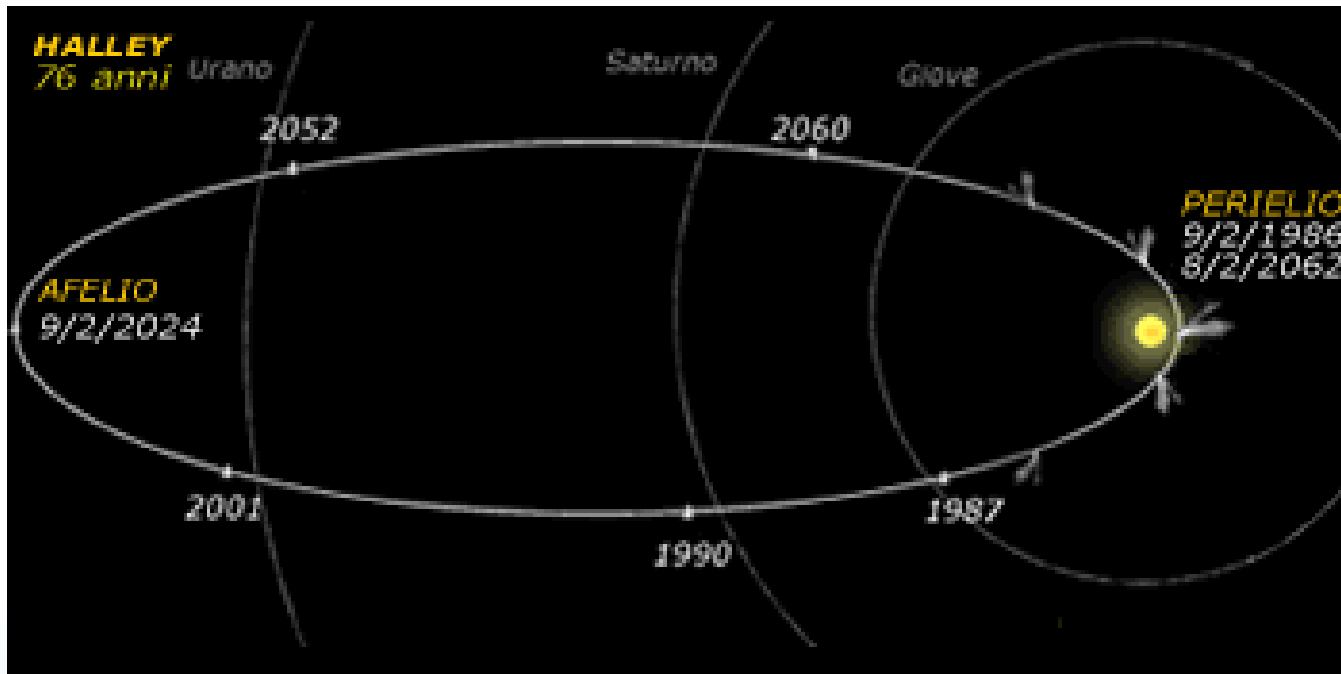
Block Out Noise

Eclipse: There may be times when a mentor, confident, or ally blocks out the effect and to see a new view



Once In A Life Time Mentors

- Be ready with questions
- The 3 – 5 things you want to learn from anyone
- A mentor may come only a few times in your life time to help with a specific event in your life



Mentor Alignment

- Times when mentors will align
- Show new patterns
- Reinforce existing message



Pull Of The Moon

- Anticipate Big Moment mentoring discussions
- Be ready to go out with the tide



Pull Of The Moon

- Don't second guess when it's time to move
- Know what you want and be ready to move on it

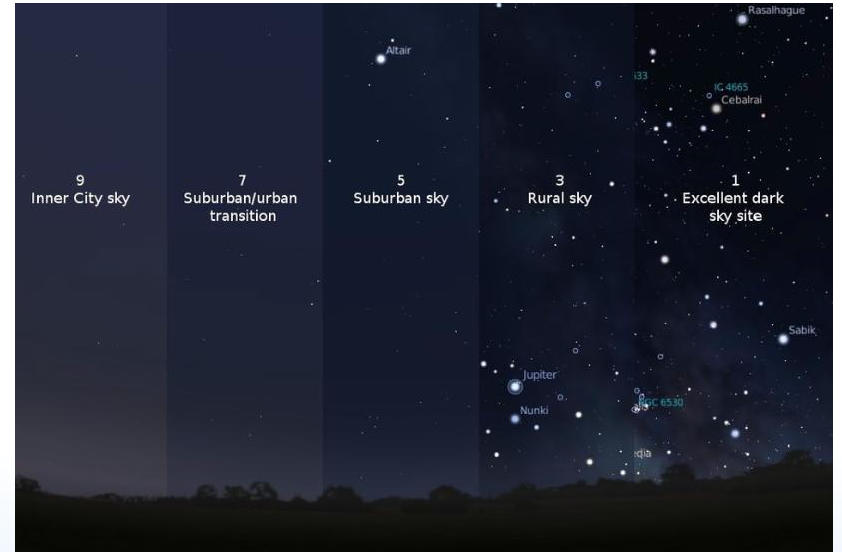


Distractions

- Clouds: Not being clear in what you need from your mentor/mentee



- Light noise: View of mentor being washed out by other voices speaking to you



More Distractions

- Not taking enough time
- Some Stars require you to look at an area for a longer period of time before you can really see them



Tools

- Naked Eye – quick, easy



- Binoculars – portable



- Telescope – See details



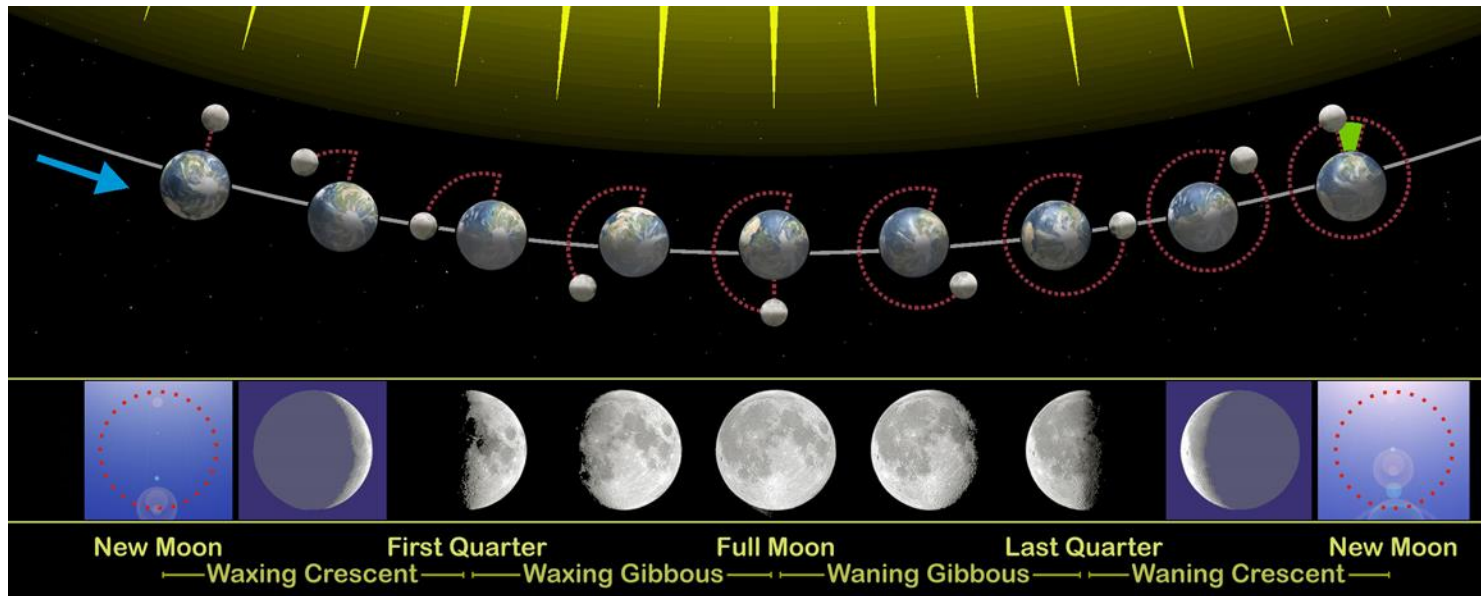
Tips – See Your History

- The light from some stars may be thousands of years old.
- Some items you may need to address could be from your past
- “What you are is where you were when...” by Morris Massey
- It helps to understand your past before you can see your future



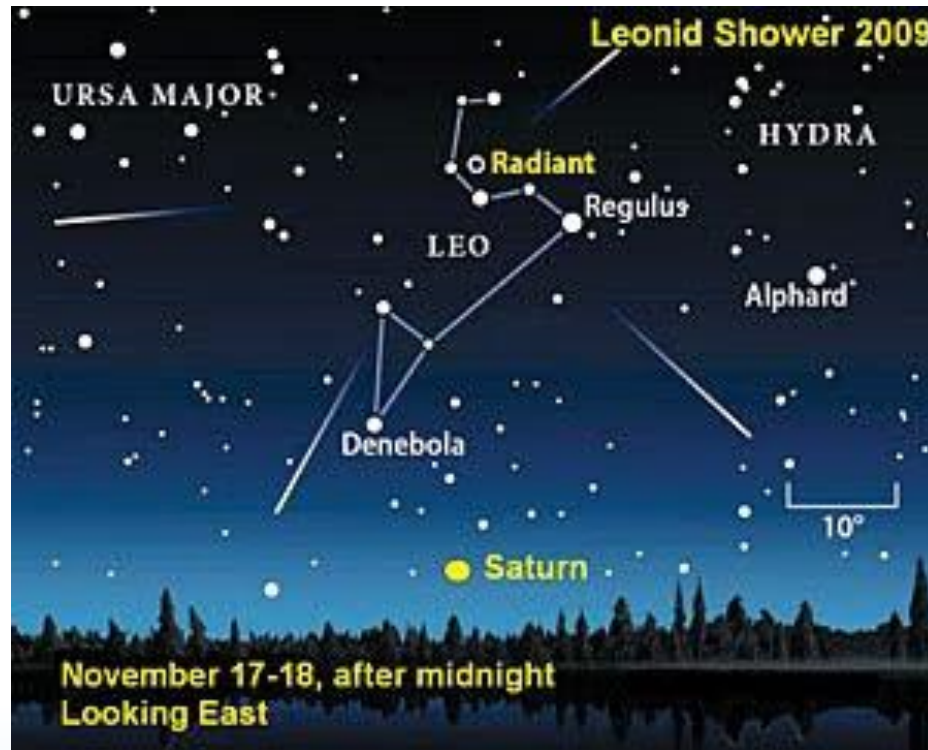
Tips – Know The Best Time Meet

- Certain times are better to meet each month
- Meet when you can get the full view
- Have an Agenda



Tips – Clear The Landscape And Clutter

You can see stars horizon to horizon if your obstacles are out of the way



Tips – Step Away To See Stars

- Meeting with a star may not be convenient
- Meet in person whenever possible:
Have MORE Face Time and less Face Book



Mentors (like Stars) Vary In Size And Purpose

- Career Development Mentor: connected to job/career
- Cheerleader: provides motivation and energy
- Challenger / Devil's Advocate: challenge your perspective
- Connector: opens up network
- Star: is where you want to be
- Expert: knows how to get things done
- Life/Family Mentor: can talk about family issues
- Sponsor: can help you see at a new level and support you
- Coach: been there, provides specific tips
- Champion: believes in you, A sponsor
- Confidant: Not affected by your growth – Outside company
- Ally: Common purpose and goal – a country ally
- Big Dipper: Always there to point you North



Who Are The Stars In Your Mentoring Constellation?

- Career Development Mentor _____
- Cheerleader _____
- Challenger / Devil's Advocate _____
- Connector _____
- Star _____
- Expert _____
- Life/Family Mentor _____
- Sponsor _____
- Coach _____
- Champion _____
- Confidant _____
- Ally _____
- Big Dipper _____



*“My Success is not because of who I am,
but because of who I’ve come to know”*

Summary / Exercise

- Fill out your Mentoring Constellation
- Who are the Stars in your life?
- Who are your Big Dippers?
- What are your distractions?





Thank You for Attending

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