



MCS 306

Mentoring Skills

Revision date 8/31/2025

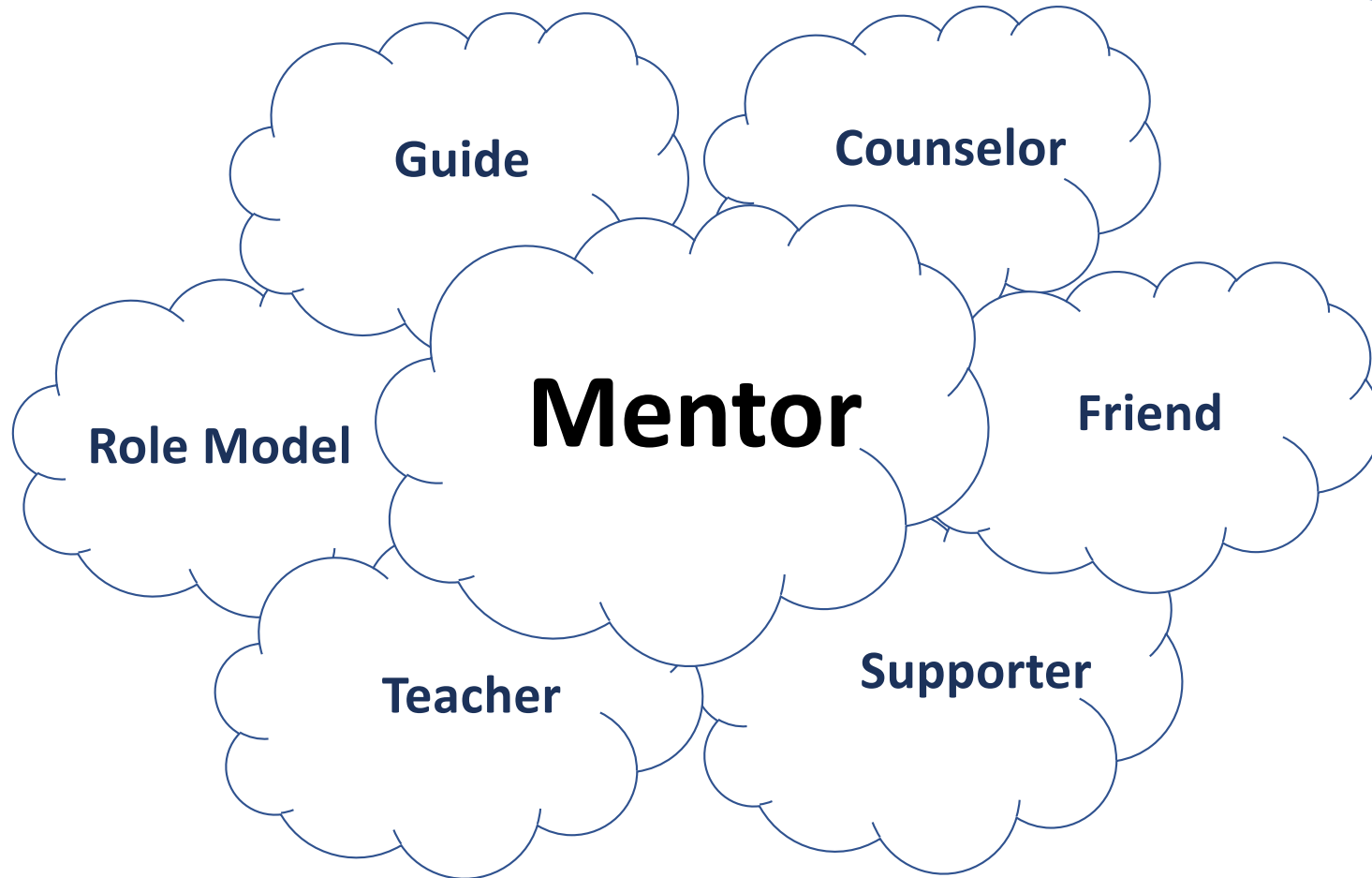
Course Objectives



At the end of this training, a commissioner will be able to:

- **Recognize the role of a mentor**
- **Understand mentoring methods**
- **Discuss building the mentoring relationship**

What is a Mentor?



Mentor



What Mentors Do – The Mentor Model



M	INDSET
E	NVIRONMENT
N	ETWORK
T	RUST
O	PEN
R	ETENTION

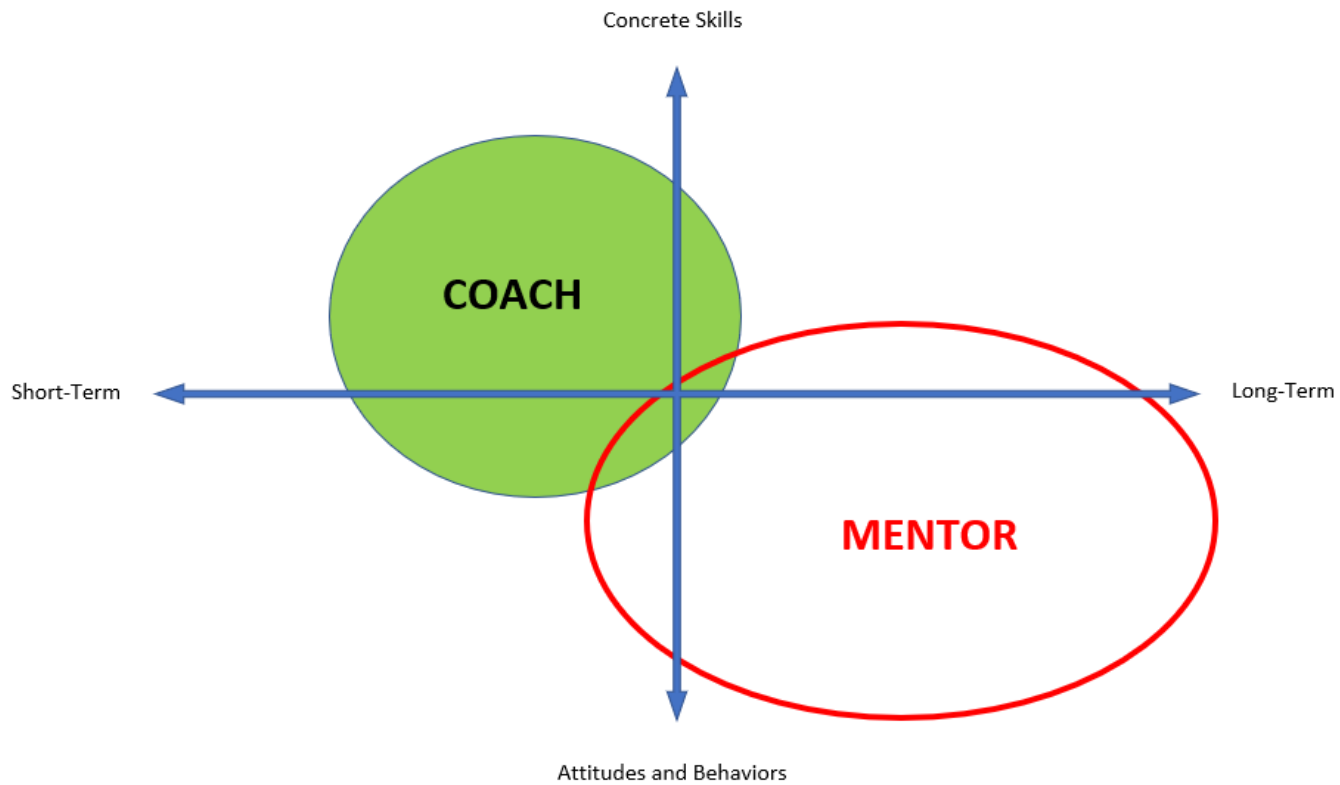


Is Mentoring Like Coaching?



- **Coaching is the process of facilitating the performance, learning, and development of another person.**
- **Mentoring is different from coaching because the mentoring process is led by the learner and is less skills-based.**

Coaching vs Mentoring



Some Key Differences



	Coaching	Mentoring
Goals	Correct Behavior Improve performance Impart Skills	Support Guide
Initiative	Coach Directed	Self Directed
Focus	Short Term Immediate	Long-Term
Roles	Telling Providing Feedback	Listening Role Model Making Suggestions

A Scouting Mentoring Relationship



- Are mentors assigned?
- How do we find them?
- How does mentoring happen?



Mentoring Process Attitude



A Good Mentoring Relationship

- Start
- During
- Closing



Seven Qualities of a Good Mentor



- 1. Ability and willingness to communicate**
- 2. Preparedness**
- 3. Approachability, availability, and the ability to listen**
- 4. Honesty with diplomacy**
- 5. Inquisitiveness**
- 6. Objectivity and fairness**
- 7. Compassion and genuineness**



Learning Conversation Steps

- Reaffirmation
- Identifying the issue
- Building mutual understanding
- Exploring alternative solutions
- Final check



Qualities and Roles of a Mentor Activity



Benefits of Mentoring



- **For the mentee**
 - Improved knowledge and skills
 - Greater confidence and well-being
- **For the mentor**
 - Greater satisfaction
 - New knowledge and skills
 - Leadership development
- **For Scouting**
 - Improved morale, motivation, and relationships



Course Summary



Today 's training included:

- **Recognizing the role of a mentor**
- **Understanding mentoring methods**
- **Discussing building the mentoring relationship**



**Questions?
Comments!**

