



COURSE OVERVIEW

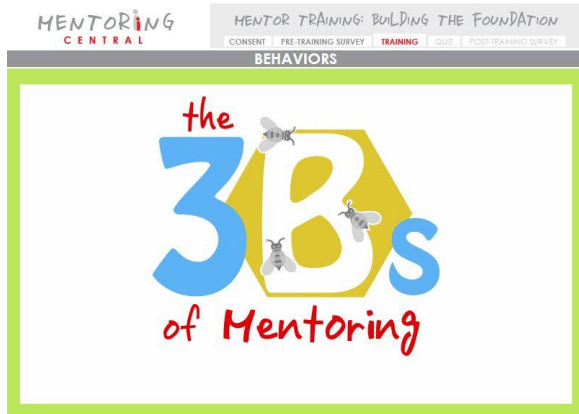
The **Mentoring Central** learning management system hosts a pre-match or early match mentor training course entitled “Building and Maintaining the Relationship.” This course features five lessons including the key behaviors of successful mentors, the importance of having fun, setting goals in mentoring, approaches to mentoring, and closure or redefinition of the mentoring relationship. In addition to these lessons, there is a certificate of completion that can be accessed and downloaded upon completion of the full course and receipt of a passing grade on the final test.

Each lesson includes elements such as videos, vignettes, reflective journal questions, and knowledge-based quiz questions, designed to engage the mentors in an interactive learning environment. Additional elements that serve to individualize the training experience and improve learning outcomes include:

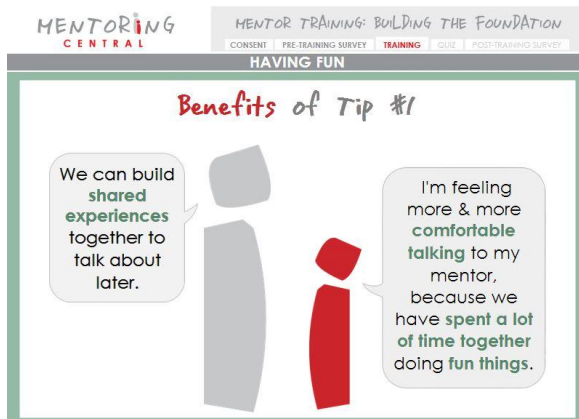
- Goals for each lesson
- Prompts that draw attention to key information
- Background research to support the information and skills taught in the course
- Colorful graphics and animation
- Downloadable material, such as worksheets, sample contracts, and scripts
- Practice suggestions and research-based tips
- Learning devices such as mnemonic devices
- Scenario-based learning presented in multiple formats (written, video, etc.) to accommodate different types of learners

In addition, the lessons are built around the notion of self-directed learning, allowing mentors to determine which materials they will view first, and requiring them to reflect on materials via personalized responses. This approach helps mentors engage with the lesson materials and apply new information to situations that often occur in mentoring relationships.

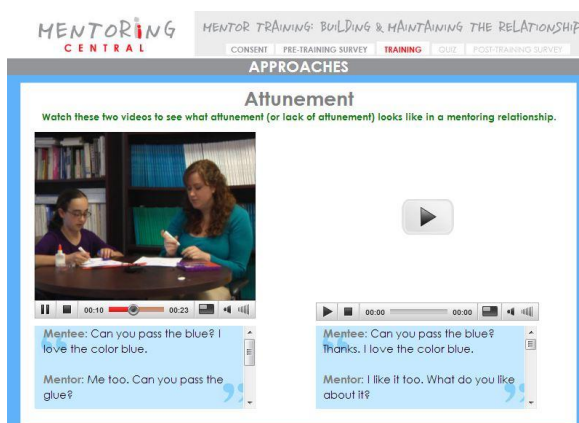
In order to ensure that each lesson element is viewed, prompts are embedded to ensure that no material is skipped. Taken altogether, the engaging, interactive, and personalized learning environment serves to bolster learning outcomes and real-world application of the material.



Behaviors: The research on mentoring suggests that there are three essential behaviors of successful mentors, which we refer to as the “3 B’s of Mentoring”: Be Trustworthy, Be Empathic, and Be Authentic. In this lesson, mentors learn how trustworthiness, empathy, and authenticity are defined in the context of mentoring, and watch videotaped scenarios of mentors practicing these skills with their mentees. This lesson also teaches mentors how to recover from mistakes associated with not demonstrating these behaviors.



Having Fun: Research has shown that engaging in fun shared activities is a major priority of mentees across age groups. Having fun is essential to building a healthy relationship and provides youth with opportunities they might not otherwise have experienced in the past. In this lesson, mentors learn and practice key skills for having fun including such things as planning simple and engaging activities, seeking input from their mentees, and maintaining a positive attitude.



Approaches: This lesson introduces the third and longest-lasting stage of a mentoring relationship, the Growth and Maintenance stage. After mentors and mentees have been matched for a little while, it is important for mentors to think about how the activities they do with their mentees, and their approach to decision-making in general, affect their mentee. Mentors learn about the four common approaches used by mentors and how to implement the two that have been found to be the most successful. Mentors also practice the skills associated with attunement, a feature of effective approaches.

MENTORING CENTRAL MENTOR TRAINING: BUILDING & MAINTAINING THE RELATIONSHIP

CONSENT PRE-TRAINING SURVEY TRAINING QUIZ POST-TRAINING SURVEY

GOALS



Goal Setting Worksheet

[Click here!](#)

for a worksheet that you and your mentee can complete to help you follow the steps for setting goals together

Once you and your mentee have established some goals for your relationship, these may have a strong influence on the activities you do together. We recommend writing your goals down, so that you can use them as a reference and to check your progress. Since you might spend most of your time together working

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Goals: The Growth and Maintenance stage of mentoring is also defined by a focus on mentors and mentees setting and achieving goals collaboratively. In this lesson, mentors learn how to set goals and plan relevant activities with their mentees using effective approaches. They also watch several scenarios of mentors and mentees attempting to plan collaboratively, and learn how to plan in a way that is youth-centered, flexible, and responsive to their mentee's needs.

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CLOSURE

Step 9: Make a Plan for closure



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Closure: Closure is the final stage of the mentoring relationship and training on this topic should lead to better outcomes for both mentors and mentees. The closure process is particularly important because it serves as a model for future healthy relationship endings. This lesson walks mentors through every step of either terminating the mentoring relationship or redefining it to continue. In either case, the process requires planning and communication. Mentors learn about the importance of handling closure or redefinition in a responsible way in order to avoid unnecessarily distressing their mentee.