**EO M403.05 – PARTICIPATE IN A MENTORING RELATIONSHIP**

1. **Performance**: Participate in a Mentoring Relationship

2. **Conditions**:

   a. Given:

      (1) Scenario,

      (2) Supervision, and

      (3) Assistance as required.

   b. Denied: Nil.

   c. Environmental: Classroom or training area large enough to accommodate the entire group.

3. **Standard**: The cadet shall participate in a mentoring relationship by:

   a. providing feedback and coaching to junior cadets; and

   b. receiving feedback and coaching from senior cadets or staff.

4. **Teaching Points**:

| TP | Description | Method | Time | Refs |
|---|---|---|---|---|
| TP1 | Review the mentoring relationship, to include:<br>a. recognizing the purpose of a mentoring relationship;<br>b. identifying the benefits of participating in a mentoring relationship;<br>c. contributing to a mentoring match;<br>d. being open to new things;<br>e. being responsive to suggestions and constructive criticism;<br>f. providing feedback to the mentor;<br>g. learning from the mentor's example;<br>h. participating in mentoring activities; and<br>i. appreciating the mentoring relationship. | Interactive Lecture | 5 min | C0-258<br>(pp. 15–21, 37–48, 70–73) |
| TP2 | Discuss the difference between formal and informal mentoring. | Group Discussion | 5 min | C0-258<br>(p. 20, p. 64, pp. 78–79, 174–178, 182–187)<br><br>C0-405<br>(pp. 9–18, 59–87) |



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| TP | Description | Method | Time | Refs |
|---|---|---|---|---|
| TP3 | Describe the steps of a formal mentoring session, to include:<br>a. getting acquainted;<br>b. setting goals;<br>c. meeting goals and expectations; and<br>d. concluding the mentoring session. | Interactive Lecture | 10 min | C0-258 (pp. 260–265) |
| TP4 | Demonstrate and explain a mentoring session, to include:<br>a. keeping the mentoring relationship professional;<br>b. keeping the conversation during the mentoring session in confidence; and<br>c. using the ground rules for feedback during a mentoring session. | Demonstration | 10 min | C0-258 (pp. 260–265)<br><br>C0-324 (pp. 21–26, p. 31, p. 32) |
| TP5 | Have the cadets role-play a mentoring session based on two given scenarios. Cadets will role-play the mentor in one scenario, and the cadet being mentored in another scenario. | Role-Play | 20 min | C0-258 (pp. 260–265)<br><br>C0-324 (pp. 21–26, p. 31, p. 32) |

5. **Time**:

| | | |
|---|---|---|
| a. | Introduction / Conclusion: | 10 min |
| b. | Interactive Lecture: | 15 min |
| c. | Group Discussion: | 5 min |
| d. | Demonstration: | 10 min |
| e. | Role-Play: | 20 min |
| f. | Total: | 60 min |

6. **Substantiation**:

a. An interactive lecture was chosen for TPs 1 and 3 to review the mentoring relationship and to orient the cadets to the steps in a mentoring session.

b. A group discussion was chosen for TP 2 as it allows the cadets to interact with their peers and share knowledge, experiences, opinions and feeling about formal and informal mentoring.

c. A demonstration was chosen for TP 4 as it allows the instructor to explain and demonstrate a mentoring session.

d. A role-play was chosen for TP 5 as it provides the cadets an opportunity to view and then conduct a mentoring session under supervision.



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7. **References**:

   a. C0-258 ISBN 978-1-59869-450-5 Nigro, N. (2008). *The everything coaching and mentoring book*. (2nd ed.). Avon, MA: F+W Publications Company.

   b. C0-324 Taylor, J. S. (2003). *Training new mentees: A manual for preparing youth in mentoring programs*. USA: The National Mentoring Center.

   c. C0-405 ISBN 0-7879-6294-5 Rhodes, J. (2002). *New directions for youth development: A critical view of youth mentoring*. New York, NY: Jossey-Bass.

8. **Training Aids**:

   a. Presentation aids (eg, whiteboard / flip chart / OHP / multimedia projector) appropriate for the classroom / training area, and

   b. Scenarios.

9. **Learning Aids**: Scenarios.

10. **Test Details**: Nil.

11. **Remarks**: Cadets will have opportunities to participate in formal and informal mentoring relationships through the training year. A cadet in Phase Four is in a position to both mentor a subordinate cadet and be mentored by a more senior cadet and / or adult staff member.



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