



National Organization of
Blacks in Dietetics and
Nutrition



MENTOR GUIDE

NOBIDAN
MENTORSHIP
PROGRAM

January 2019

Dear Mentor,

Thank you for agreeing to serve as a mentor in NOBIDAN Mentorship Program. Black dietitians represent a small proportion of dietetics and nutrition profession and it is important for young Black dietitians to be mentored and supported in the field.

Since its inception in the 1980's, informal mentorship relationships have formed between seasoned and experienced NOBIDAN members and younger dietitian and those still completing their dietetic internships. The launch of the new mentorship program is a way to solidify these mentor/mentee relationships and establish new ones to support the new cadre of inspired, young Black dietitians and nutrition professionals.

This brief guide includes guidance for the first session with your mentee and future sessions as well as tips for nurturing a strong mentor/mentee relationship.

Expectations of the mentors include:

- Meet (in person or virtually) with mentee **at least 4 times** during the mentor/mentee relationship
- Develop realistic professional goals with mentee
- Update mentor/mentee meeting log to help track hours with mentee and content covered

Mentees are seeking mentors for a variety of reasons – for dietetic internship support and general professional guidance to job opportunities and networking. In the matching process, we tried matching you with a mentee that aligned with your area of specialty and your professional background to optimize the benefits of the relationship.

Oprah Winfrey once said that “A mentor is someone who allows you to see hope inside yourself.”

Thanks again for your service -- here's to supporting young and aspiring dietitians and instilling in them a sense of hope and inspiration for the future!

Sincerely,

NOBIDAN's Mentorship Committee

OVERALL GUIDANCE

While some of you may have already had extensive experience serving as a mentor or had great mentors throughout your career to model from, this guide provides some overall guidance for the process.

Mentoring can be defined in many ways, but generally, it is considered a process of the direct transfer of experience and knowledge from one person to another with the mentee being in a learning position and the mentor providing the guidance and resources.

Mentors can provide support and advice for their mentees, direction in their mentees' career and academic progress, motivation and inspiration, as well as help with goal setting.

The GROW model or process is a method to assist with goal setting and problem solving that was developed in the United Kingdom. Originally used for coaching in the corporate setting, this framework can also be used in mentoring relationships. Below, we provide the tenants of the GROW model to guide the conversations that you have with your mentee.



The GROW Model

Adapted from the work of John Whitmore and used with permission.

The GROW Model is divided into four sections:

Goals – What do you want?

Reality – What is Happening?

Options – What Might You Do?

What next – What Will You Do?



Mentoring as a Conversation

Many mentors assume that conversations need to be formal structured sessions that can only occur when they have 30-60 minutes. For this reason, they may miss “key moments” to mentor peers, direct reports, and even bosses or family members and friends.

Below is a model that can be used effectively in a casual 5-10 minute conversation. Have a mentoring conversation with your partner for 5 minutes using the model below. Your goal is to have the mentee commit to a level 10 (on a scale from 1-10) for action they are willing to take toward accomplishing their goals. Cues for having these casual conversations with your mentee might be:

- “I’m so frustrated by...”
- “I just wish I could...”
- “I just don’t know what to do next...”

Goal	What is something you’ve wanted to do for yourself and just haven’t gotten around to it?
Reality	What seems to be getting in the way? What’s preventing you from doing it?
Options	What might you do to overcome these obstacles?
What’s Next	What will you do? By when? What resources do you need? What is your level of commitment?

1ST Session Guidance: Introductions

Introduction:

1. Ideally, you and the mentee should exchange resumes prior to the meeting to get a general sense of each other's backgrounds and experiences.
2. At the start of the meeting, welcome the mentee to the NOBIDAN Mentoring program
3. Mentor introduction:
 - a. Educational background and professional experiences
 - b. Why selected dietetics field
 - c. One or two items of interests or unique tidbits about yourself
4. Mentee introduction:
 - a. Educational background and work experiences
 - b. Why interested in being an RDN or nutrition professional
 - c. Share one or two items of interests or unique tidbits about yourself

Define Mentoring: Mentor and Mentee Roles

Mentoring: Process of direct transfer of experience and knowledge from one person to another with the mentee being in a learning position and the mentor providing the guidance and resources.

Mentoring Program Expectations or Interaction Expectations:

- Discuss the mentee's expectations from mentoring relationship
- Review their mentee survey, and confirm the areas in which they are seeking guidance
- Determine if there are other areas in addition to those described in the mentee survey
- Add anything to the list that they describe not contained in the original survey

Preliminary goal setting

- Discuss general professional goals with mentee
- Utilize the GROW model to facilitate the mentoring conversation. Session 2 will focus on setting SMART goals and going more in depth with goal setting and troubleshooting.

Establish how future communications will take place.

(refer to the mentee survey form for their preferred method)

Set date/time for next meeting.

- Discuss preferred days of the week
- Establish best time of day for both you and the mentee

Closing remarks:

- Mentor recap the meeting specifics
- Ask the mentee to get back to you within one week with two to three of their take-away points from the meeting

2nd Session (and beyond) Guidance: Goal Setting, Monitoring, and Trouble Shooting

The 2nd session will focus on goal setting with you and your mentee based on where your mentee is in s/he career and academics. The future sessions (3rd, 4th and beyond) will consequently revolve around helping your mentee track the progress on her/his goals as well as other issues your mentee would like to discuss with you.

Goals that you establish with your mentee should follow the SMART goal format.

This means the goals are:

- ***Specific*** – Goals describe what you want to achieve and identify specific actions you will take to meet the goals
- ***Measurable*** – You describe how you will know you have met the goal
- ***Agreed upon and Accepted*** – You and your coach/mentor agree that the goals are appropriate
- ***Realistic*** – The goals are within your reach and can be achieved given, your skills, ability and knowledge and expected level of support
- ***Time-bound*** – The goals have a definite start and end date.

Smart Goal Examples:

“I will revise my resume by March 30.”

“I will network with 3 new nutrition professionals in the next 6 months.”

“I will complete my personal website within the next 6 months”