



Mentoring Solutions

for College Students

*Enhance Academic Performance & Retention
Through Peer Mentoring & Faculty Mentoring*

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Background: When the California State University System started providing **Peer Mentoring** and **Faculty Mentoring** to enhance College Student's academic performance and retention, 11 campuses asked me to conduct Training. To do this, I developed a series of Training Activities that utilized specially developed Mentoring Tools for specific purposes:

Mentoring for Results Workbook Contains ***Partner Training Activities*** that have benefited over 20,000 Mentoring Partners (in Corporations, Education, Government) because mentoring starts during Partner Training. ***Trainer's Guide*** suggests seating arrangements, detailed lesson plans, questions, & scripts for each Training Activity. **This has reduced preparation time for more than 300 Trainers.**

Mentoring Style Indicator for College Students indicates the style of assistance a Mentor likes to provide and a Protege likes to receive, so appropriate assistance is provided and utilized. Using the appropriate Mentoring Style ***equips*** Proteges with what Mentors know & ***empowers*** what Proteges want to learn, do and become. The ***MSI*** contains six Mentoring Situations that college students commonly encounter. Discussing one's ***Preferred Mentoring Style*** enables Mentors to help Proteges utilize campus resources sooner (health center, tutoring, advisers), overcome procrastination, and handle other common situations to remain in college and succeed.

6-Step Mentoring PocketCard indicates how to use 4 Mentoring Styles and 25 associated behaviors during a ***6-Step Mentoring Process*** that helps Proteges handle especially difficult situations (e.g., procrastination; improving grades). This ***Process*** enables Mentors to avoid the extremes of "telling" what to do or "expecting" Proteges to figure out what to do when they cannot.

Protege Needs Inventory for College Students lists 79 Needs associated with 6 Categories. Each Protege identifies specific Needs; each Mentor identifies corresponding Expertise to provide. Using this tool results in quick and precise Goal-setting and ultimate Goal-attainment that reduces student dropout and enhances success and graduation.

Mentoring Action Plan promotes Protege Goal attainment, and documents this. Answered on carbonless paper so each person gets a copy.

Contact ***Mentoring Solutions*** to provide ***Partner Training*** and ***Tools*** described above.