

MENTORING SOLUTIONS: PRODUCTS FOR EDUCATION

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Mentoring Style Indicator™

Enhances the development of good mentoring relationships and outcomes like no other instrument. Indicates the style of assistance a Mentor likes to provide and a Protege likes to receive, so appropriate assistance is provided and utilized. These Mentoring Styles equip Proteges with what Mentors know and empower what Proteges want to do and become. First mentoring assessment to appear in O.K. Burros' *Mental Measurements Yearbook*. Over 400,000 purchased since 1982. Self-administer/score/interpret in 15-20 minutes. Each Mentor and Protege needs own copy.

> Available in Generic Version and 4 customized versions described below.

MSI for College Students

focuses on helping Proteges enhance academic performance, get involved in campus activities, overcome procrastination, and handle other common situations to remain in college.

MSI for New Teachers

focuses on helping Proteges use appropriate teaching methods and motivation, handle disruptive students, plan lessons, and transition from student teacher to effective teacher and professional.

MSI for College & University Faculty

focuses on helping Proteges learn unwritten rules, improve instruction, handle difficult students and situations faculty encounter while getting tenured and promoted.

MSI for Educational Administrators

focuses on helping Proteges become an instructional leader and project team leader, deal with student discipline and union issues, and ensure teachers meet competency standards.

MSI Leader's Guide

Each Trainer/Facilitator needs this *Guide*. Topics: Why Mentoring Style Flexibility is important; 4 Mentoring Styles and 25 related behaviors; Negative consequences from "getting stuck" on a preferred Mentoring Style; 5 ways to use this tool. Two pages can be reproduced for use by participants.

Protege Needs Inventory™

Identifies specific Protege Needs and corresponding Mentor Expertise, so mentoring partners can quickly decide on specific Goals to attain. **NB:** A copy of PNI is needed for each person. Proteges identify specific Needs; Mentors identify corresponding Expertise they can provide. Provides 16 Tips for Proteges and 16 for Mentors. Self-administered in 15-20 minutes. Available in 2 versions described below.

PNI for College Students

lists 79 Needs related to academic performance, adjusting to college, getting involved in campus activities, personal challenges, social and cultural problems, and work-career goals. Proteges identify specific Needs; Mentors identify corresponding Expertise they can provide. This reduces student dropout and enhances success and graduation.

PNI for New Teachers

lists 58 Needs new teachers experience while adjusting to the school, community, classroom, and the profession. Proteges identify specific Needs; Mentors identify corresponding Expertise they can provide. This aids Teacher Certification and works much better than the traditional "sink-or-swim" approach to entering the profession.

Action Planning Guide™

Mentoring partners use this Guide to record Action Steps for achieving desired Goals. Provides essential structure for staying on track, coming prepared to meet, documenting Goal attainment. Contains example of creative brainstorming to create a better Action Plan. Answered on carbonless paper so each person gets a copy of the agreed-upon Action Plan.

6-Step Mentoring PocketCard™

Indicates how to use 4 Mentoring Styles and specific behaviors during a 6-Step Mentoring Process to help Proteges handle especially difficult situations. Shows Gray's Situational Mentoring Model to equip Proteges with what Mentors know and empower what Proteges want to do and become. Has helped over 200,000 Mentors avoid "telling" what to do or expecting Proteges to figure out what to do when they cannot.

Mentoring for Results™ Workbook

Contains training activities that have benefited over 200,000 mentoring partners. Mentoring actually occurs during this Partner session. Contains: Gray's Mentor-Protege Relationship Model©, 6-Step Mentoring Process™, Mentoring Action Plan™, Mentoring Agreement™. **NB:** Each mentoring partner needs own Workbook (and *MSI*).

Trainer's Guide for using MFR Workbook

Suggests seating arrangements, detailed lesson plans, questions to ask/ participants ask, gives scripts for each activity. Over several decades, this Workbook has reduced preparation time for hundreds of Trainers.

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