



Art of Accompaniment Mentoring Program Guidelines

Thank you so much for agreeing to be a mentor in the Art of Accompaniment Mentoring Program for the attendees of the GIVEN Forum, who have expressed deep gratitude for the maternal love and affirmation they received from the religious sisters and lay women.

Role of the Mentor:

As we continue to accompany these young women, your role as a mentor is simply to:

- Be a listening ear, giving affirmation and encouragement, just as you did in the small groups and/or mentoring sessions at the Forum.
- From **September to December**, your conversations should be guided by your Mentor training with Josh Miller on asking open-ended questions using empathetic listening skills. Through the use of the Fulfillment Story exercise, you seek to know your mentee(s)' pattern of motivational design which will help inform the development and implementation of her Action Plan.
- From **January-April**, we expect that mentor conversations will consist of tactical support on the Action Plan launch.
- Act as an accountability figure
 - Each attendee signed a written agreement, as part of their acceptance to the GIVEN Forum, to implement an Action Plan prior to May 2022

How it will work:

The attendees will receive an email with your contact information, instructing them to reach out to you by email.

- **Receive her email:** The email will request to set up a time to connect in which you will establish your schedule and know a bit about each other. We recommend that these check-in phone calls take place every month for at least 30-minutes between September 2021-April 2022.
- **Receive her call:** Once a time that is convenient for both parties is set, the attendee will call you during your appointed times. Free video conferencing calls are available in Google Meet and Zoom which we can help you set-up. However, you may be able to establish other modes of communication that are best suited for you and your mentee. Even meeting in person may be an option for some.
- **Keeping track:** GIVEN Staff will send reporting forms to mentors in December and April to assist with feedback on the program as well as identify Action Plans that may be considered for the OSV Innovation Challenge.

Note: This is a holistic Catholic approach to the relationship - **Spiritual, Personal, Professional**. Mentors are not expected to be silo support structures who are depended upon as a resource to the attendee as she fulfills her Action Plan. You are receiving them, walking alongside your mentee, and cheering them on wherever they may be. As Josh Miller said in the book Unrepeatable: *“In all cases, the best mentors help young persons become who they were created to be, orienting them towards fully living their personal vocation.”*

How to respond in special circumstances:

If you don't hear from one of your assigned attendees by September 10:

We ask that you reach out to her directly, either by email or by phone, and simply remind her that you have been assigned as her mentor and look forward to hearing from her.

If an attendee wants to change her Action Plan:

Please have her email Megan Haile megan@giveninstitute.com with her proposal to receive approval.

If an attendee completes her Action Plan prior to May 2022:

She simply needs to submit the final evaluation and will not be required to make additional calls. But continuing a spiritual mentoring relationship is encouraged.

If you have questions/concerns:

Please feel free to contact Cynthia Psencik at cynthia@giveninstitute.com