



# MENTORING RESOURCE CENTER

WAKE FOREST UNIVERSITY

## February 2024: Mentoring Partners Newsletter

**Mentoring Partners Newsletter:** *A monthly overview of timely tips, resources, and relevant events to support formal and informal mentoring at Wake Forest. For the month of February, we're focusing on the COREFour Mentoring Skill of **Building Relationships**.*

### “MENTORING MOMENT” TIP

We like to think of a “mentoring moment” as a specific and significant time in the semester when you are engaging with students around a particular experience or decision point. It’s in these key moments that you can intentionally facilitate learning and skill development with your students!

### What “mentoring moments” are happening in February?

As we enter into the latter half of the academic year, students are continuing to build upon and maintain the relationships they have formed in the fall semester with peers, professors, and other advisers and mentors. Once solid and trusting relationships are established, your role with students this semester could involve **being a connector** to other people on- and off-campus who can help them work towards their goals. Research has shown that building social capital among college students is vitally important, particularly for racially diverse and first generation students.

**Consider who your students need to get connected to and for what purpose.** For example, many students are seeking out jobs and internships during the spring semester. Who do you know on-campus or in the Winston-Salem community and beyond who you can connect them to? This could be a referral to an OPCD career coach or faculty/staff expert in their career interest area, connections to alumni, or passing along invitations to relevant programs or events.

According to Malcolm Gladwell in his book *The Tipping Point: How Little Things Can Make a Big Difference*, “This is what Connectors are like... They are people whom all of us can reach in only a few steps because, for one reason or another, they manage to occupy many different worlds and subcultures and niches... The point about Connectors is that by having a foot in so many different worlds, they have the effect of bringing them all together.”

**Are you a Connector? If so, how could you use your connectivity to other people and resources to help students in the month ahead?**

## RESOURCES

**Curiosity Conversations - The No-Pressure Informational Interview:** Being curious is a critical skill for all of us to cultivate, particularly if we hope to approach our work and lives with a growth and learning mindset. As we encourage our students to build relationships and expand their network, curiosity conversations can be a great way to start. [Learn more about this practice from WFU alumnus Ryan Riccordella \(15\).](#)

**Who Are Your People?:** We all need people and relationships to be successful. In your efforts to serve as a connector to people and resources, [use this practical worksheet](#) with students to help them identify their needs and who can help them.

**Motivational Interviewing and Mentoring:** Missed our January 2024 Mentoring Partners breakfast meeting with Peter Rives and his overview of Motivational Interviewing (MI) practices? Check out [this article](#) from the Chronicle of Evidence-Based Mentoring to learn how MI can be used as a tool in mentoring conversations.

**Redefining Mentoring for the Hybrid Generation:** We know that recent grads, new employees, and young professionals need mentorship, guidance, and support as they navigate a new workplace and role. But how does this play out for hybrid employees in the current world of work landscape? [This recent article](#) from Forbes explores strategies and tips for building meaningful relationships with young professionals.

**Roots of Success - Nurturing Belonging and Persistence in Latinx Undergraduates Through Mentorship:** In [this recent study from the Chronicle of Evidence-Based Mentoring](#), research found that Latinx students received increased psychological and emotional support, help with goal-setting and career plans, academic subject knowledge support, and existence of a role model when engaging in mentorship relationships. “The findings highlight the importance of having multiple mentors throughout students’ educational careers, and how each mentor type (peer, staff, and faculty) provides unique support which can all be valuable at different times during a student’s undergraduate experience.”

## RELEVANT EVENTS

**[Wednesday Webinar: Party of One - Influencing a Culture of Diversity and Belonging at Work | February 21, 2024, 12:00-12:30pm EST on Zoom \(hosted by WFU Alumni Personal & Career Development Center\)](#)**

Join us as WFU alumna Tiffany Waddell Tate ('07, MALS '11) shares strategies to begin or continue activating diversity, equity, inclusion and belonging (DEIB) principles in your personal & professional development learning journey. Participants will also explore actionable ways to influence DEIB in workplace culture initiatives as an individual contributor – regardless of your role. *Tiffany is the CEO and founder of Career Maven Consulting, where she helps individuals and companies reimagine the future of work through coaching, digital education, and learning & development for organizations and teams.* This event is open to all WFU alumni, faculty, staff, and students.

*Connect with the Mentoring Resource Center team if we can support you and your program/department in the months ahead. Please feel free to forward this newsletter to your colleagues.*

*[Mentoring Resource Center website](#)*

*Contacts: [Allison McWilliams](#), [Lauren Beam](#), and [Maggie Kuhn](#)*