

CHIEF OF STAFF- DEPARTMENT OF MARYLAND

OCTOBER MAILER

This month's message is about Mentoring. The benefits of mentoring can be invaluable to mentees, and they can have a correspondingly positive impact on the auxiliary. Yet too often mentoring falls flat; the Auxiliary fails to achieve these benefits. WHY? Because they don't follow Five Golden Rules!

1. ***CHOOSE THE RIGHT MENTORS*** – Problems will arise if the wrong people are chosen or if a mentor lacks proper time to devote to their mentees. An effective mentor is someone who can challenge and support a mentee and Not judge them. They should be adept at the Seven C's: **coaching**, be a **confidante**, act as a **conduit** to others, provide **career** advice (by teaching mentees the roles of the officers in your auxiliary), serve as a **counsellor**, be a **critical** friend, and provide the mentee with **choice**.
2. ***MAKE IT APPEALING*** -The sense of satisfaction from helping others to develop – and sharing in their successes can be a powerful motivator, particularly if mentors are positioned as esteemed individuals who are passing on knowledge within the auxiliary.
3. ***MAKE IT VOLUNTARY*** – The best approach is to ask admired, knowledgeable members to volunteer to become a mentor. Those who come forward will often have many of the qualities required for success.
4. ***PROVIDE TRAINING*** – Potential mentors may need coaching to help them develop or sharpen the skills and attributes they need to succeed. **Here's a Challenge: watch these 2 YouTube short videos – “What is Mentoring?” APM – Dec 7, 2022, and Mentoring (Inspirational Video) ThatCivilEngineer -Mar3, 2021. *The members who tell me what the last slide of the Mar 3, 2021, video says will go into a drawing for a nice prize!***

5. *MATCH THE RIGHT MENTOR TO THE RIGHT MENTEE* – Personality, motivation, interests can help pair people. Certain mentees may want specific support or may have a special field of interest. Matching can lead to a successful relationship.



REMINDERS:

- Auxiliaries that have met Items 3, 4 and 5 of the “five essentials of an Auxiliary” set by National by October 30th will go into a drawing for a prize and \$50.00.
- Auxiliaries that have increased their membership by 5 NEW members by October 30th will receive a prize for each member of their Membership Team!

...and don't forget to use MALTA under Member Resources – go to Building on the VFW Auxiliary Foundation to train and educate both new and seasoned members on understanding the roles of the office and chairmanships we hold.

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