



Mentoring, Empowering, and Valuing Others

OVERVIEW

In this workshop, participants will explore the relationship between a mentor and mentee. They will reflect on their virtues of the heart and soul and think critically about how these traits will help them empower others.

LEARNING OUTCOMES

Participants will:

- Discuss the mentor/mentee relationship
- Identify Taoist virtues and their roles in empowering others
- Reflect on experiences of mattering and marginality
- Express gratitude to a mentor

MATERIALS NEEDED

- Laptop/computer
- Projector Screen
- "Mentoring, Empowering, and Valuing Others" PowerPoint
- Paper and writing utensils

INSTRUCTIONS:

What is Mentoring? (10 min.)

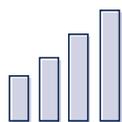
- **(Slide 2)** Review the agenda for the workshop. Share that everyone is expected to participate.
- **(Slide 3)** Go over the definitions of mentoring and mentee.
- **(Slide 4)** Ask the group how they would describe the relationship between a mentor and a mentee, especially given the definitions.
- Share with them that in Western thought, we frequently conceptualize things in dualistic terms. Things are either/or rather than both/and.
- Go through some examples of this and end by showing the dualistic nature of the concept of mentoring. In a mentoring relationship, one is either the mentor or the mentee.
- Then, share the Taoist perspective in which one does not need to be exclusive of the other. Let them know that the best mentoring can occur when we abandon a dualistic conceptualization of mentoring and start to see that when two people are in a mentoring relationship, they both play both roles. From this perspective, mentoring is a process of both teaching and learning, giving and receiving.
- **(Slide 5)** Share the list of mentoring skills – we are not going to go into these as steps, but keep them in mind as we talk about different virtues.
 - Mentorship is a mutually beneficial relationship. Regardless of whether you are the "junior" or "senior" person in a mentorship relationship, you want to have both a desire to help the other person and to grow yourself. Asking the right questions, and listening carefully to responses, helps us absorb information about the other person and the material or information we are trying to improve for ourselves.

TIME



60 minutes

SIZE



Ideal for groups of 10-60

RISK



Low

CAUTIONS



None



INSTRUCTIONS, Continued:**The Virtues of Mentoring (15 min.)**

- **(Slide 6)** Go over two or three virtues from the Virtues of the Heart chart. Explain that these virtues come from the Taoist perspective and can be developed through the mentor-mentee relationship.
 - **Emptiness:** Remain open and empty, allowing ideas from other people to rush in. Essence of emptiness is that it is pregnant with potential and contains all possibilities.
 - **Humility:** Being all that we have been given but acting as if we have received nothing. Being without any need to claim credit or to be responsible for full success in the end.
 - **Self-Acceptance:** Recognizing, acknowledging, and accepting shortcomings openly.
 - **Integrity:** Refusal to compromise our true inner selves, regardless of what situations in life present themselves.
 - **Kindness:** Welcoming and protecting others, commanding what is good in them and forgiving their ignorance. Looking for and cultivating the heart that gets lost.
 - **Non-Judgment:** Learning to direct our feelings without destroying the self-respect and esteem of the other person.
 - **Truthfulness:** Trusting what is internally right rather than trusting some external indication of what may be right.
 - **Inner Stillness:** Stopping, looking inside, and quietly listening to what is truly happening.
 - **Mindfulness:** Being aware and acting in accordance with what we know is right. Perceiving the world simply as it is at any given moment without judgment or criticism.
 - **Attentiveness:** Listening quietly with spirit and heart, being empty and ready to receive without judgment, and tuning in to the true needs of our partner and follow accordingly.
 - **Decisiveness:** Exhibiting a “make no bones” self-confident decisive determination with clarity or intent with a willingness not to destroy the process by being aggressive.
 - **Perseverance:** Focusing on the joy of journey, the process, rather than the destination or goal. What matters is once we begin, we must never lose heart.
 - **Patience:** Staying calm, focused, and enjoying the wait as the vision unfolds: Things will occur not when we think they should but rather when the time is right.
 - **Detachment:** Relinquishing our attachment to outcomes: Success or failure is not the only measure of self-worth.
 - **Instinctiveness:** Relying and reacting on natural insights and inner senses from the heart and gut.
 - **Simplicity:** Trusting the flow and interfering less.
- Have participants pair and share one example of when they learned a virtue and one example of when they helped someone else learn or develop a virtue.

**INSTRUCTIONS, Continued:**

- **(Slide 7)** Go over two or three virtues from the Virtues of the Soul chart.
 - **Service:** The leader is the least important and the people are the most important. Giving is receiving.
 - **Modeling:** Through modeling and demonstration, one influences the surroundings, receiving praise and loyalty in return. Having the courage and incentive to wander into the unknown and humbly expose the inevitable faults.
 - **Guidance:** Encouraging others to be more self-reliant and discover what is best for themselves, allowing natural forces to prevail.
 - **Empathy:** Being able to walk in another's shoes and live in the experience as it appears to them.
 - **Nurturance:** Affirming and inspiring the greatness in others and instilling the courage to follow passions.
 - **Harmony:** Striving to be in accord with natural forces and not being rigid. Balancing between rationality and intuition, decisiveness and receptiveness, power and nurturance.
 - **Cooperation:** Promoting the unity of purpose, unity of the mind, and unity of the heart.
 - **Interdependence:** Being present for another and recognizing mutual contributions; understanding all are connected.
 - **Yielding:** Being flexible and adapting to change as it occurs; following the natural curved paths of life.
 - **Enthusiasm for Change:** Noticing and welcoming the cycles of change and encouraging excitement over them rather than interference.
 - **Joyful Laughter:** Cultivating a sense of natural laughter, seeing the humor in life's absurdities, and laughing at one's failures.
 - **Spontaneity:** Challenging oneself with opportunities of improvisation and enjoying the natural developments of this immediacy and alertness.
 - **Vigilance:** Anticipating possible occurrences and outcomes and taking preventative measures; tackling problems before they occur.
 - **Centered Heart:** Focusing on the rewards of failure as in success and embracing a setback as an opportunity to learn.
 - **Consistency:** Being accountable, dependable, and clear with intentions and instilling trust, comfort, and mutual ease.
 - **Moderation:** Being non-excessive and avoiding the temptations of one extreme or another.
- How do these virtues of the heart and soul help us with the mentorship skills we discussed earlier?

Empowering (5 min.)

- **(Slide 8)** Let everyone know that many of the virtues just discussed are also things that are necessary in order to empower others. These skills and virtues help you become a better mentor and leader in any group setting and contribute to members feeling valued.
- **(Slide 9)** There are three aspects – not necessarily steps – to empowerment. It involves knowing what the other person is capable of, believing in their abilities, and helping or guiding them to make a correct choice.



INSTRUCTIONS, Continued:

Marginality/Mattering (15 min.)

- Explain that being a good leader includes helping others feel included and valued.
- **(Slide 10)** Go over the concept of Marginality – provide example from personal life.
- Have participants pair and share with one other person about a time when they felt like they were excluded.
- **(Slide 11)** Go over the concept of Mattering – provide example from personal life.
- Have participants pair and share with the same person about a time when they felt like they were included.
- Ask a couple of people to share the differences between the times when they felt excluded and the times when they felt included. For example, what was the difference in others' behavior or words? What values of the heart and soul were effectively demonstrated in creating an inclusive environment?

Gratitude (10 min.)

- **(Slide 12)** Explain the importance of gratitude.
- Have participants write a thank you note or text expressing gratitude towards a mentor. Participants should think about someone who made them feel empowered or that they mattered. Explain that letting a mentor know about this experience can be both rewarding and a great source of feedback.
- Encourage participants to actually give it to that person.

Questions and Wrap-Up (5 min.)

- **(Slide 13)** Ask if there are any questions or final remarks.