

MENTORING, EMPOWERING, AND VALUING OTHERS

Leadership on Demand

THE UNIVERSITY OF ARIZONA

Leadership
Programs



AGENDA

- Taoist Mentoring and virtues
- Empowering and virtues
- Valuing others
- Practicing gratitude

MENTORING

- What is mentoring?
 - A developmental partnership between two people in which one shares his or her knowledge, experience, or expertise to help foster growth in the other person
- What does it mean to be a “mentee”?
 - Someone who is counseled or guided by a mentor

TAOIST MENTORING

- How would you describe the relationship between a mentor and a mentee?
- Western dualistic thought:
 - Leader/follower
 - Male/female
 - Good/bad
 - Mentor/mentee
- In contrast, in the Taoist perspective, one does not need to be exclusive of the other.

MENTORSHIP SKILLS

- Desire to help
- Motivation to grow
- Confidence and assurance
- Ask the right questions
- Active listening
- Feedback

VIRTUES OF THE HEART

Emptiness	Mindfulness
Humility	Attentiveness
Self-Acceptance	Decisiveness
Integrity	Perseverance
Kindness	Patience
Non-judgement	Detachment
Truthfulness	Instinctiveness
Inner Stillness	Simplicity

VIRTUES OF THE SOUL

Service	Modeling
Guidance	Empathy
Nurturance	Harmony
Cooperation	Interdependence
Yielding	Enthusiasm for Change
Joyful Laughter	Spontaneity
Vigilance	Centered Heart
Consistency	Moderation

EMPOWERMENT

A management practice of sharing information, rewards, and power with employees so that they can take initiative and make decisions to solve problems and improve service and performance.

Empowerment is based on the idea that giving employees skills, resources, authority, opportunity, and motivation, as well as holding them responsible and accountable for outcomes and their actions, will contribute to their competence and satisfaction.

EMPOWERING

Knowing	Believing	Doing
Mindfulness	Humility	Decisiveness
Attentiveness	Nurturance	Instinctiveness
Self-Acceptance	Kindness	Guidance
Integrity	Detachment	Interdependence
	Enthusiasm for Change	
	Non-judgement	
	Emptiness	

MARGINALITY & VALUING OTHERS

What happens when we are marginalized:

- We feel excluded
- We feel “apart from” the group
- We are silent about who we are
- We hide our differences so we fit in
- We have contradictory feelings-pride and shame.

Reflect silently on a time when you felt excluded from a group.

- What was the situation?
- Why did you feel excluded?
- What actions did others take to make you feel excluded?
- How did you respond to the situation?

MATTERING & VALUING OTHERS

What happens when we feel we matter:

- We feel included
- We feel like we are a “part of it”
- We feel others are interested and care about us
- We are included in opportunities
- Our opinions are solicited

Reflect silently on a time you felt included in a group.

- What was the situation?
- Why did you feel like you were included?
- What actions did others take to make you feel included?
- How did you respond in that situation?

PRACTICE: VALUING OTHERS

Express your gratitude!

- Write a thank you note or text expressing your gratitude.
- Think of someone who has had a strong influence on your life or recent decisions (a mentor).
- Write a personal note or text vs. just saying thank you.

Remember that a hand written thank you card can go a long way!

THANK YOU!

Leadership Programs

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