

Mentoring Role Play and Re-enactment

- (1) How realistic is this scenario?
- (2) What went wrong here?
- (3) How many "red flags" can you identify in this re-enactment?
- (4) What do you think about the mentor?
- (5) What do you think about the mentee?
- (6) What could have been done to help this interaction?

Mentee	<p>Whew! (<i>out of breath...sitting down in the chair</i>)</p> <p>Wow, I've been trying to get on your calendar for a very long time, Ms. Williams. You're a very busy person. (<i>shaking hands</i>) My name is Terry Jones and it's great to meet you. Can I call you Tina?</p>
Mentor	<p>(<i>shakes hands</i>) Uh...sure, no problem. Well, it's good that you were able to get on the calendar and that we have some time together now.</p>
Mentee	<p>Yes...I was just talking to Tanya, my friend that you mentor. She's the one who recommended that I contact you. I told her, "I heard she's a fantastic mentor, is doing great in her own career, and she has helped a lot of people, but it's just been awful trying to schedule an appointment with her." Shoot...I'm really wondering if you even have enough time to help me, Tina.</p>
Mentor	<p>Well...I'll try to make the time, Terry. So, tell me...what are you trying to accomplish in your career and how can I help you?</p>
Mentee	<p>I am not really sure what I want to be or do, you know. I wanted to check in with you first to see if we could kind of brainstorm a little and kick around some ideas about things that might be good for me.</p> <p>I have a copy of my resume (<i>slides the resume over to the mentor</i>) and I wonder if you might want to have a look at it. It's not quite finished, yet—in fact it's a pretty rough draft. For example, I haven't filled this part in at the front about my objective because I'm not really sure about what it is that I <i>really</i> want to do, you know...</p>
Mentor	<p>(<i>Mentor takes the resume, glances at it, and puts it to the side</i>)</p> <p>I see. Talk me through your last couple of assignments, your education, and your background.</p>

Mentee	<p>Long sigh...</p> <p>Well...I started here with the agency about 15 years ago—and I’ve been in the same grade for almost 11 years. I just can’t understand that. When I asked my supervisor why I wasn’t promoted this last time, she had the nerve to tell me that I was on the promotion list, but not in the top five. They only get two or three promotion points each year according to her.</p> <p>When she told me that, I just said...“What!!!??? I work harder than anybody in this office.”</p> <p>Then she said that there was nothing else that she could tell me. Then I told her “fine!”</p> <p>I decided right then and there that I was going to start looking for another job. At this point, I’m willing to take anything, in any field, and anywhere. I really just want to get OUT OF HERE! I figure that I could start at...</p>
Mentor	<p><i>(phone rings and the mentor takes the call...talks for a few minutes, hangs up the phone laughing)</i></p> <p>So where were we?</p>
Mentee	<p>Well, I was just telling you that I have waited way too long for a promotion and I really think that I’m going to have to leave my office, and maybe even the agency. I have a lot of talents to share, and I feel like I am being underutilized and micromanaged.</p> <p>I also see a lot of other people who are much less qualified than I am mind you, get promoted all the time. They are the ones getting the awards. I never get anything and I’m sick of it. I was telling my supervisor that I was really tired of not...</p>
Mentor	<p><i>(phone rings again and the mentor takes the call...talks in a low voice for a few more minutes, then hangs up the phone reluctantly)</i></p> <p>I’m really sorry, Terry...sorry for the interruption. Go on...</p>
Mentee	<p>OK...so I told my supervisor that I was “out of there.” So I’m here today to see what kind of job you think I might need at this point in my career.</p>
Mentor	<p>Terry, what do you think you might like to do? What types of things interest you? What would you do even if no one paid you to do it?</p>

Mentee	<p>Now, those are all pretty good questions, but I don't have any real answers just yet. That's really why I'm here today....</p> <p>I don't have any hobbies or anything like that if that's what you mean. I can't think of anything that I would like to do work-wise that I would do for free, speaking honestly, you know?</p>
Mentor	<p>Right...well, Terry, unfortunately our time for today is up. (<i>stands up and extends her hand</i>)</p> <p>I'd like you to get on my calendar again in about a month. Before you come to that meeting, I'd like you to think about what field you're interested in, and I'd also like you to send to me, ahead of time, your completed resume, your most current promotion package, and your completed ECQ's.</p> <p>Although I can help you think through your career goals, it's probably better if you do some of that work on your own.</p>
Mentee	<p>(<i>stands up reluctantly</i>) OK.</p>
Mentor	<p>Picks up the phone and dials..."Hey, I'm back...so what's the problem we're dealing with here?"</p>
Mentee	<p>(<i>walks out the door defeated and says quietly to him/herself</i>)..."that wasn't productive time at all for me...I'm not sure what the hype was all about with Tina. She's not a good mentor at all. She needs training in mentoring, I would say."</p>