

# **Mentoring In The Workplace**



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***THE VALUE OF A LIFE IS DETERMINED BY  
HOW MUCH YOU GIVE AWAY!***

***ANDY STANLEY***

**I always looked for the best... in what I was wanting to learn.**

# **My Mentors**

- **My Spiritual Walk**
- **Relationships with people**
- **Family**
- **Cooking**
- **Organization**
- **Music**
- **Sales**
- **Business**
- **Money Management**



# Mentor Pool

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**It is important to find 3 mentors:**

- **Books**
- **You Tube**
- **Ted**
- **Friendships**
- **Work**
- **People you look up to**
- **Podcasts**

**They do not all have to come from  
person to person consultations.**



## **Training Goals**

**Surround yourself with people better than you to help you up your game.**

## **Inherited Goals**

**Born desire to achieve and succeed in your purpose.**

# **Reason for Finding a Mentor**



# Know Yourself

- ❑ What are your strengths
- ❑ What is difficult
- ❑ What is important
- ❑ Where do you need to grow





# Personalities

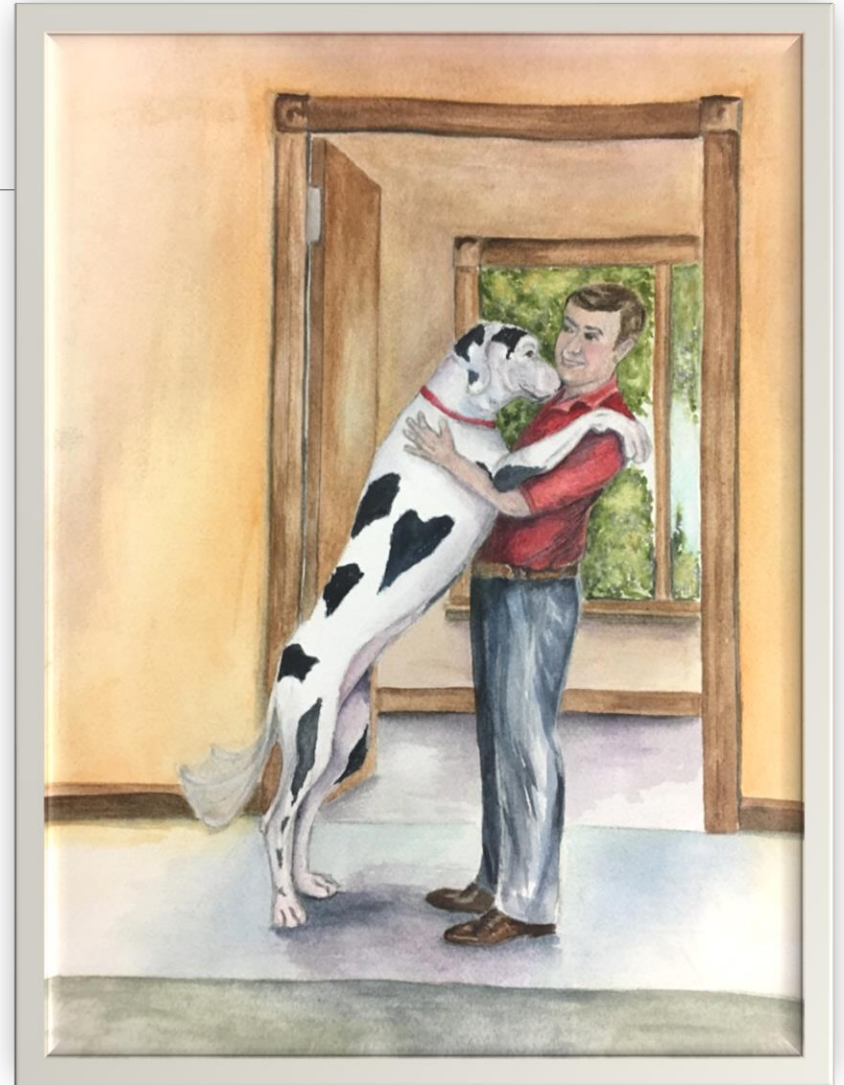
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**Introvert**

**Extrovert**

**Giving**

**Selfish**



# **Work Personality Types**

## **Think of the Peanuts Gang**

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**Charlie Brown - The Mother Hen - Nurturing**

**Snoopy -The Joker - Witty**

**Linus -The Cool Cat - Calm**

**Sally - The Cheerleader - Motivating**

**Pig Pen - The Realist - Down to earth**

**Sally - The Social Bug - Connected**

**Schroder -The Geek Squad - Technical**

**Franklin -The Mentalist – Resourceful**

**Lucy – The Fussy One- Opinionated**



# For the Mentee.

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**Accountability partner is important.**

**You cannot find the real you until you learn to give it away.**



**Tell the Truth**

**Your Physical Health attributes to your confidence.**

**When you serve people you stop worrying about yourself.**

**Edie Wadsworth**



# Characteristics

## Look at the Heart

- **Compassion level**
- **Ability to learn and teach**
- **Willingness to help**

## Experience

- **Good**
- **Bad**

## Model Actions

- **Attitudes**
- **Deeds**



# Road Blocks

## Thought Process

- **You have to understand the generational differences of interaction**
- **Your own filter system**

## Actions

- **Selfish actions**
- **Co-dependent personalities**
- **Nosey**
- **Gossip**

## Attitudes

- **Selfish Gain**
- **Grumpy**



# Key Ingredients

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**Balance**

**Wisdom**

**Your actions are visible to the mentor and mentee, are you willing to share the good and bad?**

**This is key to growth.**



# Communication

**250,000 facial expressions**

## **Actions Speak Volumes**

- **57 % is Body Language**
- **36% tone**
- **7% Words**
  - **650 words a minute**
  - **150 said**
  - **500 in body language**

**Conscious processes 20 to 40 pieces of information / second**

**Subconscious process 40 million pieces of information / second**

## **Thoughts**

- **60,000 thoughts a day**
- **95% are repeated thoughts (57,000)**
- **80% are negative thoughts (45,600) “Stinkin’ Thinking”**

**The only way to move the great thoughts to the top is to clean out your filter system in your mind with great people, books, podcast, etc.**

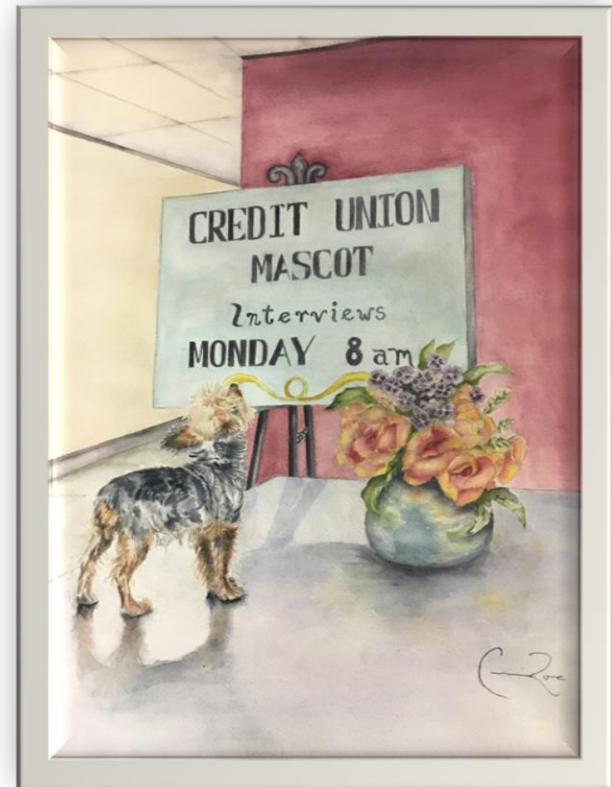


# Tremendous Potential

**Revolutionize the workplace with radical change develops tremendous potential**

- **Input**
- **Involve**
- **Interact**
- **Improve**

**Andy Stanley**





# Selecting the Right Mentor

**Where do you need to grow?**

**Who should you reach out to?**

**Connect with courage.**

**Reflect on your successes in the relationship.**

- **1 day of mentoring can change a life forever!**
- **Prevents and delays mental decline**
- **Stimulates brain function**



**Faithful | Available | Teachable**  
How do you measure up?

# Tips to Discover Success

**Success comes from a high degree of concern for others**

**Equal time with each other and not just the “Superstar” of the staff.**

**Super chickens die...  
normal chickens thrive.  
Margaret Heffernan**



# Result of Mentoring

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**Mentoring strengthens a company**

**Training for the next generation of workers on all levels**

**Transfers knowledge not listed in a manual that only comes from experience**

**Builds friendships**

**Retiree's feel connected**

**Work environment feels more stable**

**Performance and profits go up**

**Sense of respect and valued**



# Thank you!

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