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Your Pathway to Successful Mentoring Get them started right

Why Mentoring?

- Gives guidance, support and reassurance showing the mentee's goals and efforts are worthwhile.
- To give practical advice from someone who understands the Toastmaster program.

What does a Mentor do?

- Share wisdom, knowledge and experiences with new Toastmasters member who wants to learn.
- Assist new members in meeting their speaking and leadership related needs

Steps to successful Mentoring

- Assign a mentor to new member at new member inductions. Give them a choice of mentors available and let them chose.
- Have mentee fill out D-19 mentoring profile and set up a convenient time review their goals.
- Be available. Plan for 15-30 minutes a week to touch base, possibly before or after club meeting or meeting at local coffee shop / restaurant.
- Be encouraging. Help mentee learn to think and act independently. Offer advice without telling them what to do. You are not there to say, this is the way it should be.
- Be respectful. Acknowledge and respect your mentee's differences. Motivate and encourage.
- Words to avoid: "Do this...", "You should...". Be more encouraging and up lifting by using words like... "Consider...", "Maybe if you would change this...", "You may perhaps might do this..".
- Be knowledgeable. Before you can help your mentee, you must be familiar with Toastmaster processes.
- Be confident. Be self-assured, friendly and approachable. Share anecdotal stories on what it was like when you joined Toastmasters.
- Go through CL manual with them and explain roles and suggest roles for them to sign up on the agenda.
- Go through CC manual and go over basics but not to overwhelm them or make to complicated . Start with Ice Breaker and go over basic speech structure of constructing a speech. Go through the back of the CC manual to cover the how the cc works alongside the CL. How to earn an award and send a copy to your boss. The meeting roles and the club officers should be covered, too.
- Meet with them to guide and answer questions for their first 3 speeches. Help them to get those first 3 speeches on the calendar in the first 3 months.
- Remember it's all about (ME), the Toastmaster member experience.
- Resources- Mentoring conference calls on 2nd Tuesday of the month at 7pm
CST 1-800-978-2081 PIN number 1327#

D-19 Where Leaders are Made - <http://district19.me/mentoring/>

