

# MENTORING RESOURCES

## MENTORING

- [\*\*Starting Strong: A Mentoring Fable by Lois J. Zachary and Lory A. Fischler\*\*](#) (book)  
*Starting Strong takes a magnifying glass to the first 90-days of a real-life mentoring relationship while exploring what makes the relationship successful.*
- [\*\*The Mentee's Guide: Making Mentoring Work for You\*\*](#) (workbook) *This guide helps mentees create a meaningful mentoring experience from start to finish.*
- [\*\*The Mentor's Guide: Facilitating Effective Learning Relationships\*\*](#) (workbook)  
*Whether you are brand new to mentoring, or an experienced mentor, this guidebook is a helpful resource that mentors can use to facilitate the mentoring relationship.*
- [\*\*Center for Mentoring Excellence blog\*\*](#) (blog) *The Center for Mentoring Excellence blog is a one-stop shop for mentoring resources. You can subscribe to the CME newsletter for periodic updates, tips and announcements.*
- [\*\*Elements of Mentoring: 75 Practices of Master Mentors by W. Brad Johnson\*\*](#) (book)  
*Summary of existing research on mentoring into practical tips and instructions for mentors.*
- [\*\*Setting Agreements.\*\*](#) *Check out this blog post for more on setting agreements.*
- [\*\*A Technique for Creating Meaningful Mentoring Conversations\*\*](#) (video) *Appreciative inquiry is a widespread technique among positive psychologists. This quick clip describes how appreciative inquiry is used in a mentoring context.*
- [\*\*Grow Good Social Capital Through the 4 C's of Mentoring\*\*](#) (blog) *CME CEO Lisa Fain discusses how to grow social capital, including conversations, establishing connections, and creating a community and culture for mentoring.*

## DIVERSITY, INCLUSION, & MENTORING

- [\*\*Bridging Differences for Better Mentoring by Lisa Fain and Lois Zachary\*\*](#) (book)  
*In this book, the authors encourage readers to embrace the differences between mentees and mentors. Through bridging differences, mentoring relationships can be enriched and of greater value to the mentees, mentors, and organizations by identifying and acknowledging differences.*
- [\*\*Bridging Differences: Building Cultural Competency in Mentoring with Lisa Fain\*\*](#) (keynote) *In this presentation, you'll be introduced to the Intercultural Development Continuum, how mentors and mentees can better understand and support one another, and how curiosity can be developed.*
- [\*\*Athena Rising: How and Why Men Should Mentor Women by W. Brad Johnson, Ph.D. and David G. Smith, Ph.D.\*\*](#) (book) *One of the most common concerns men have is, "Should I mentor a woman?" In this book, Dr. Brad Johnson and Dr. David Smith explain that, yes, men should mentor women as well as how they can successfully serve as mentors.*
- [\*\*How to Be an Inclusive Leader: Your Role in Creating Cultures of Belonging Where Everyone Can Thrive by Jennifer Brown\*\*](#) (book) *This is a step-by-step guide for the personal and emotional journey that must be taken to create an inclusive workplace where everyone can thrive.*
- [\*\*Inclusive Conversations: Fostering Equity, Empathy, and Belonging Across Differences by Mary-Frances Winters\*\*](#) (book) *This book provides readers with tools for deep, challenging, and inclusive conversations to create an inclusive and equitable workplace.*

- [\*\*Riding the Waves of Culture, Fourth Edition: Understanding Diversity in Global Business by Fons Trompenaars and Charles Hampden-Turner\*\*](#) (book) *This book offers insights into how cultural frameworks impact leadership, effectiveness, and innovation.*
- [\*\*Global Dexterity: How to Adapt Your Behavior Across Cultures without Losing Yourself in the Process by Andy Molinsky\*\*](#) (book) *Learn about the importance of global dexterity in a world where globalization becomes the norm.*
- [\*\*Millennials and Gen Z workers want proof of a diverse workforce and clear DEI benchmarks, Washington Post Feb. 19, 2021\*\*](#) (article) *There is a generational shift happening in the workplace, where Millennials and Gen Z now prioritize diversity, equity, and inclusion. This article expands on the desired qualities that the current generation values.*

## GOAL SETTING

- [\*\*What is Goal Setting and How to Do it Well, Positive Psychology Dec 12, 2020\*\*](#) (article) *Setting goals to create forward momentum and motivate mentees and mentors is one of the most significant activities you will do in your mentoring relationship. In this article, the author uses empirical research to help readers establish clear goals and develop strategies to best achieve them.*
- [\*\*Radical Focus: Achieving Your Most Important Goals with Objectives and Key Results by Christina Wodtke\*\*](#) (book) *Learn how to create focused and measurable results with this guide.*
- [\*\*How to Set Smart Goals as a Mentor\*\*](#) (video) *Learn more about how to set goals in this quick video.*

## FEEDBACK

- [\*\*Feedback \(and Other Dirty Words\): Why We Fear It, How to Fix It by Tamra M. Chandler and Laura Dowling Grealish\*\*](#) (book) *Reference this practical guide to create ongoing effective feedback conversations in your mentoring relationship.*
- [\*\*Are You Sugarcoating Your Feedback Without Realizing It? M. Schaerer, R. Swaab, Harvard Business Review. Oct. 8, 2019\*\*](#) (article) *In this HBR article, the author highlights the research on negative feedback and what we can do to ensure minimal communication lapses.*
- [\*\*Learn to Solicit Feedback ... from Your Kids , S. Edinger, Harvard Business Review, July 17, 2020.\*\*](#) (article) *Consult this article for tips on how to solicit feedback from your mentoring partner.*

## RESOURCES FOR DEVELOPMENT

- [\*\*Help Them Grow or Watch Them Go: Career Conversations Organizations Need and Employees Want by Beverly Kaye and Julie Winkle Giulioni\*\*](#) (book) *Learn how to have productive conversations about development and career growth.*
- [\*\*Strengthsfinder from Gallup\*\*](#) (assessment) *Mentoring pairs can use this assessment to have targeted conversations that allow them to build on strengths.*
- [\*\*Intercultural Development Inventory\*\*](#) (assessment) *The ability to navigate within different cultures is essential. The IDI is an assessment that helps individuals understand their cultural competence to understand how to develop competency to bridge differences.*
- [\*\*How the World Sees You: Discover Your Highest Value Through the Science of Fascination by Sally Hogshead\*\*](#) (book) *This book offers a framework to understand your unique value and portray an authentic image that builds upon your strengths.*