Building a Better ACE Mentor



TO ENGAGE, EXCITE, AND ENLIGHTEN HIGH SCHOOL STUDENTS TO PURSUE CAREERS IN ARCHITECTURE, ENGINEERING, AND CONSTRUCTION THROUGH MENTORING AND CONTINUED SUPPORT FOR THEIR ADVANCEMENT INTO THE INDUSTRY.





- HELP BUILD A LARGE, DIVERSE, AND BETTER-PREPARED WORKFORCE.
- PRIORITIZE ENGAGING STUDENTS AND COMMUNITIES TRADITIONALLY UNDERREPRESENTED IN THE INDUSTRY.
- ASSIST AND GUIDE STUDENTS BY PROVIDING SCHOLARSHIPS, INTERNSHIPS, AND MENTORING AS THEY PURSUE CAREER PATHWAYS INTO THE INDUSTRY.

Goals of the Training

- DEFINE AN ACE MENTOR
- STAGES OF THE ACE MENTORING RELATIONSHIP
- HOW TO BE A GREAT ACE MENTOR
- TOOLS FOR SUCCESS



HTTPS://WWW.STRIVEDEVELOPMENT.CO.UK/WHAT-IS-MENTORING/





HTTPS://WWW.STRIVEDEVELOPMENT.CO.UK/WHAT-IS-MENTORING/

What is an ACE Mentor

- PROFESSIONAL FROM THE BUILDING AND DESIGN INDUSTRY
- PASSIONATE ABOUT YOUR CAREER
- EXCITED TO WORK WITH HIGH SCHOOL STUDENTS
- AVAILABLE TO ATTEND MOST ACE SESSIONS
- WILLINGNESS TO GUIDE STUDENTS INTO AN A-C-E CAREER

A mentor is not...

A DISCIPLINARIAN

A SOCIAL WORKER

A COUNSELOR

A PSYCHIATRIST

AN ATM MACHINE

A MANAGER

A SAVIOR

A DIRECTOR



Qualties of a Great ACE mentor...



TEAM PLAYER

GOOD LISTENER

ORGANIZED

PREPARED

ADAPTABLE

DEPENDABLE

ENTHUSIASTIC

KNOWLEDGEABLE

REALISTIC EXPECTATIONS

RECOGNIZES AND RESPECTS DIFFERENCES

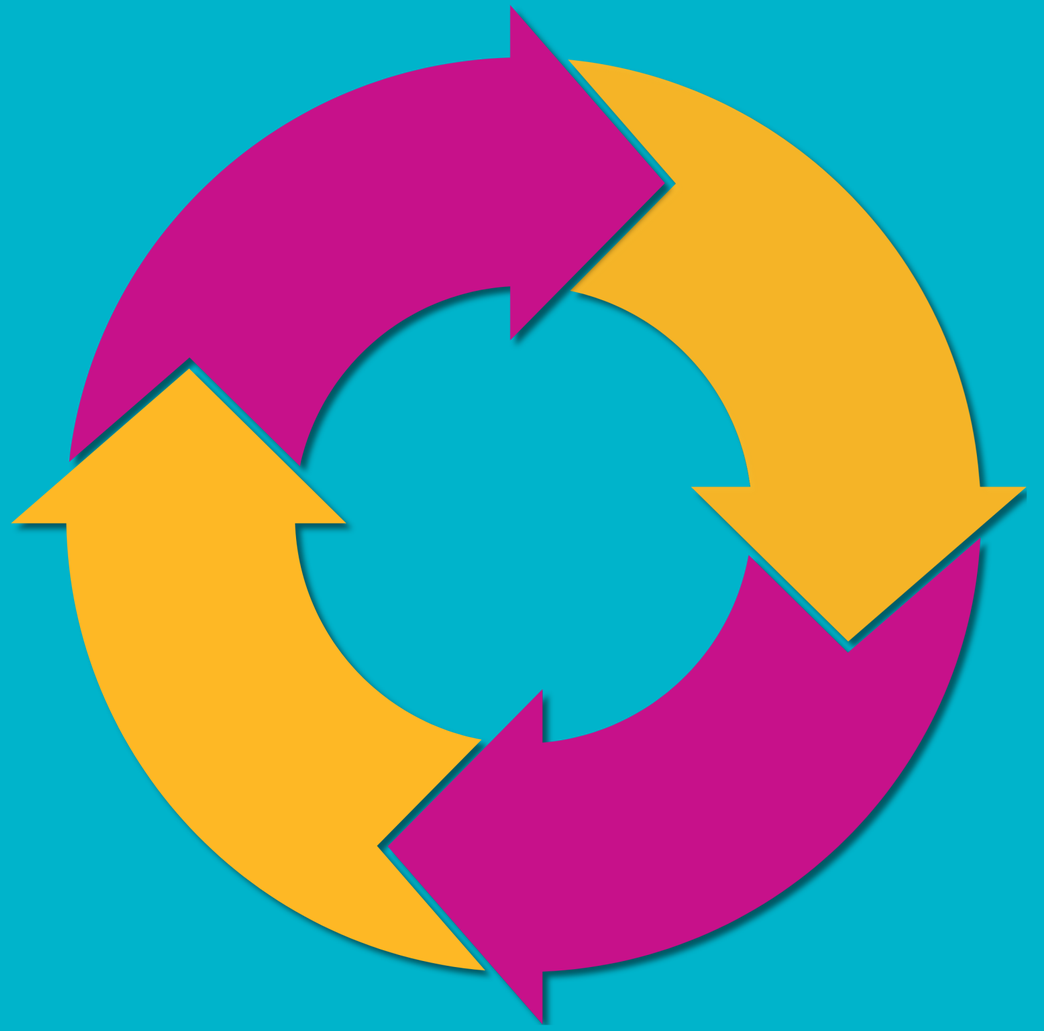
Stages of the Mentoring Relationship

1 . CONTEMPLATION AND INTRODUCTORY STAGE

2. CHALLENGING & TESTING

3. GROWTH & MAINTENANCE PHASE

4. CLOSURE OR REDEFINITION PHASE



Stages of Group Formation



1. FORMING

2. STORMING

3. NORMING

4. PERFORMING

HTTP://SITES.GSU.EDU/PROJECT-ARRIVE/GROUP-STAGES/THE-FORMING-STAGE-OF-GROUP-MENTORING/

Approaches to Mentoring



PRESCRIPTIVE

DEVELOPMENTAL

INSTRUMENTAL

HTTPS://WWW.MENTORING.ORG/RESOURCE/INTRODUCTION-SETTING-THE-STAGE/

Tools for Success



Be Prepared for Common Challenges

STUDENTS NOT INTERESTED

STUDENT AND GROUP DYNAMICS

TIME MANAGEMENT ISSUES

SCHEDULE CONFLICTS

LACK OF MOTIVATION



Manage Expectations

WHAT DO YOU HOPE TO GET OUT OF THE PROGRAM?

HAVE YOU HEARD OR SEEN OTHER'S EXPERIENCES IN THE PROGRAM THAT YOU HOPE TO REPLICATE?

WHY ARE YOU GETTING INVOLVED IN ACE?



Setting Boundaries

PHYSICAL BOUNDARIES

INTELLECTUAL BOUNDARIES

EMOTIONAL BOUNDARIES

MATERIAL BOUNDARIES

TIME BOUNDARIES



HTTPS://WWW.CANR.MSU.EDU/NEWS/MENTORING_PART_6_SETTING_BOUNDARIES

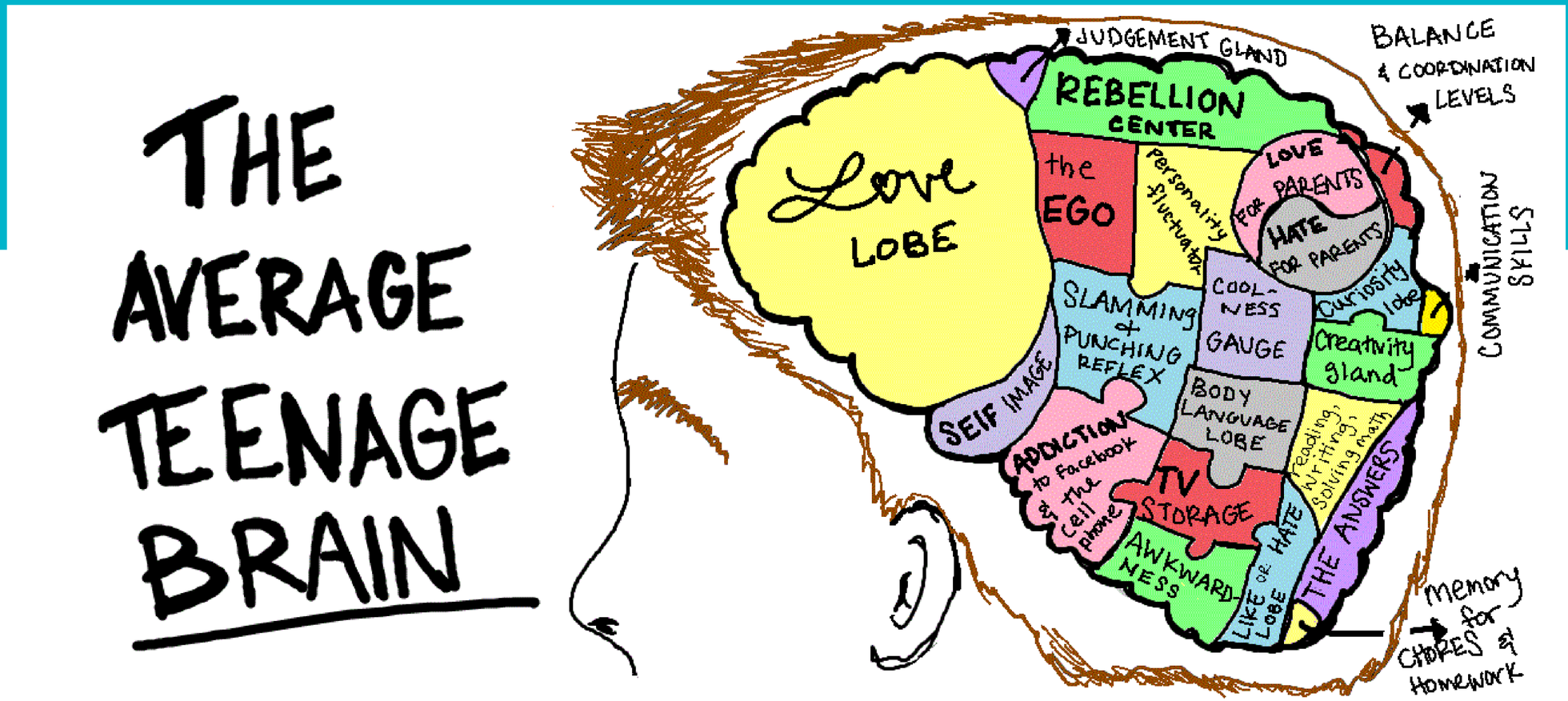
Become an Effective Communicator



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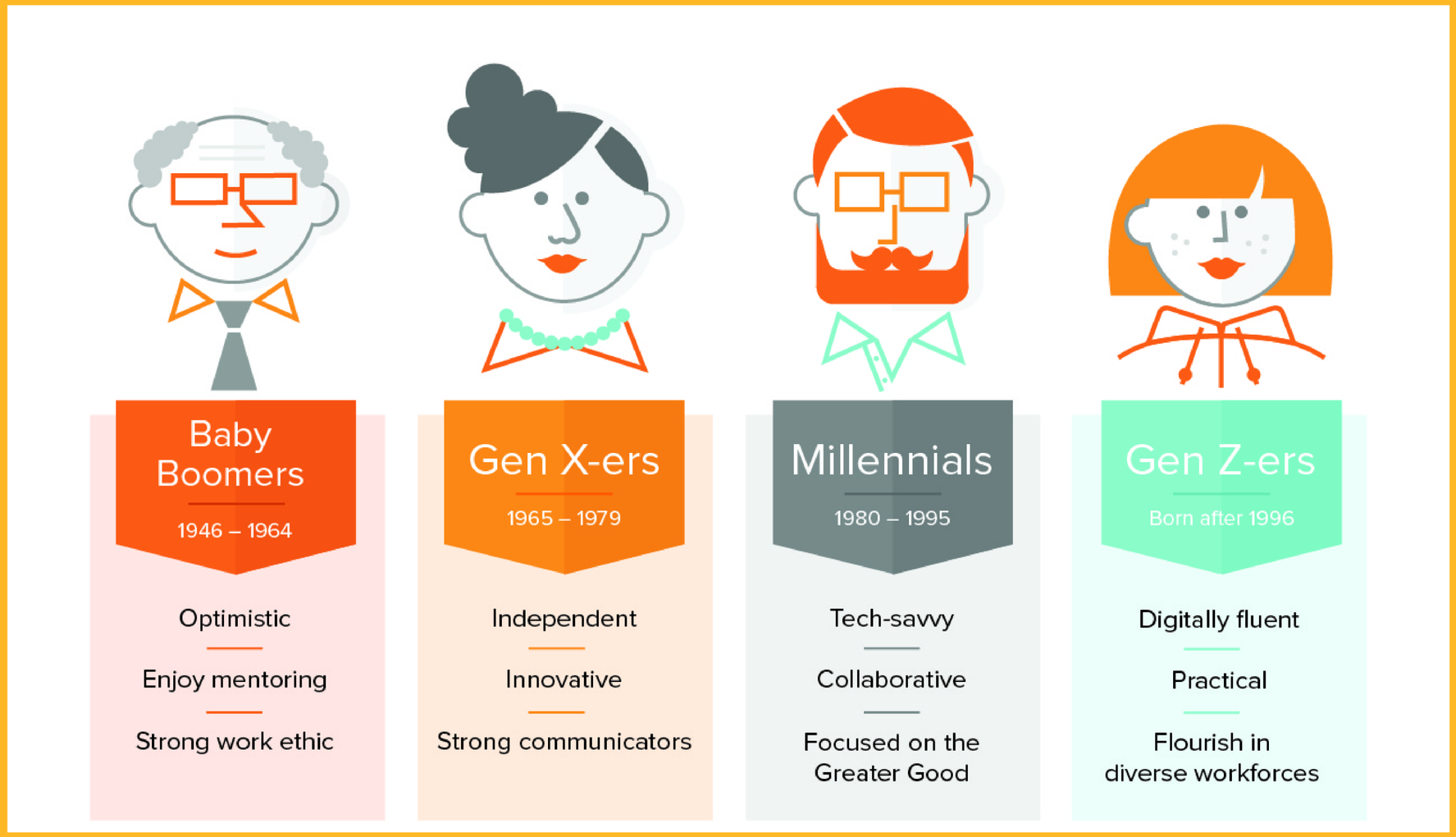
HTTPS://WWW.MENTORING.ORG/WP-CONTENT/UPLOADS/2022/01/BBM-CHAPTER-11.PDF

Remember Youth Development



HTTPS://WWW.JUSTONENORFOLK.NHS.UK/DIGITAL-HEALTH-PROFILES/THE-TEENAGE-BRAIN

Respect Generational Differences



HTTPS://WWW.LIFEHACK.ORG/408068/HOW-TO-MASTER-THE-MULTIGENERATIONAL-WORKFORCE

Develop Cultural Humility

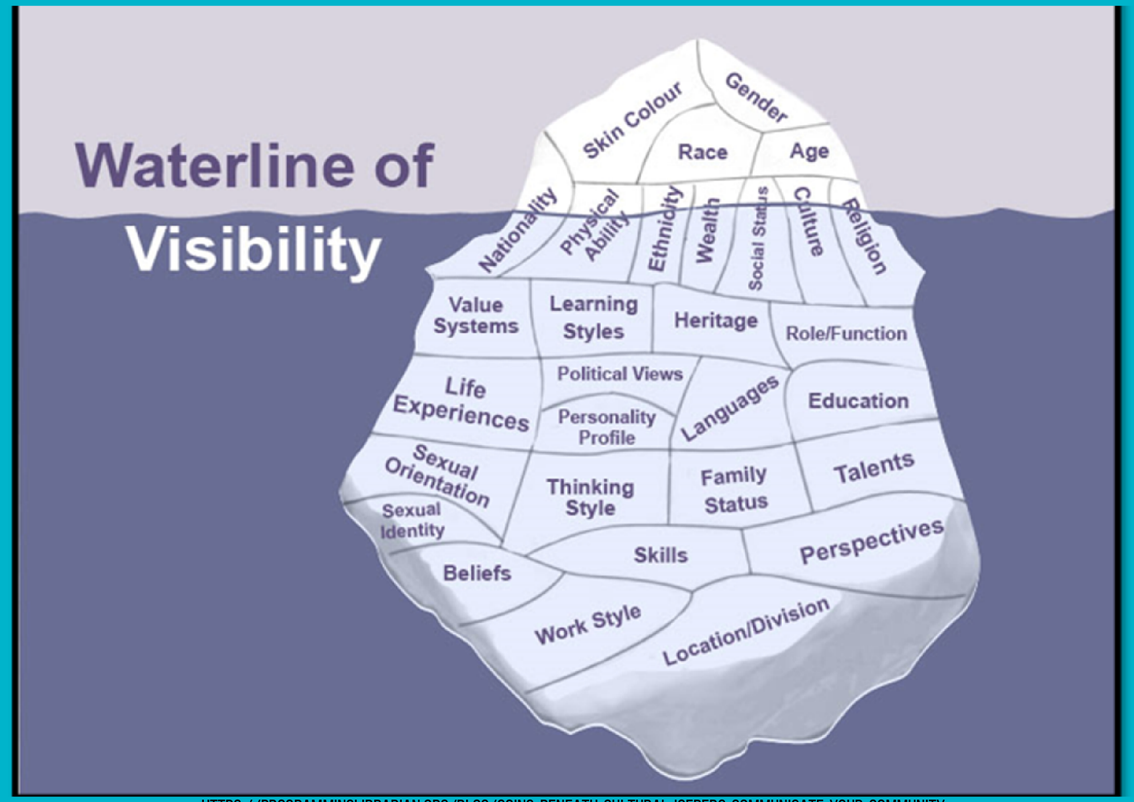


RESEARCH SHOWS THAT WHEN MENTORS LEARN AND DEVELOP CULTURAL AWARENESS, IT HELPS STRENGTHEN THE MENTORING RELATIONSHIP.

HTTPS://WWW.MENTORING.ORG/RESOURCE/STEM-MENTORING-SUPPLEMENT-TO-THE-ELEMENTS-OF-EFFECTIVE-PRACTICE-FOR-MENTORING/

What is Cultural Humility

- "MENTORS WITH CULTURAL HUMILITY CONTINUOUSLY REFLECT ON THEIR OWN SOCIAL IDENTITY AND MAKE EFFORTS TO LEARN ABOUT THEIR MENTEE'S SOCIAL IDENTITY, EXPERIENCES, AND BACKGROUND."
- HUMILITY IMPLIES THE LEARNING IS NEVER DONE, WE ARE CONSTANTLY HUMBLED TO LEARN MORE



HTTPS://PROGRAMMINGLIBRARIAN.ORG/BLOG/GOING-BENEATH-CULTURAL-ICEBERG-COMMUNICATE-YOUR-COMMUNITY

HTTPS://WWW.MENTORING.ORG/WP-CONTENT/UPLOADS/2022/01/BBM-CHAPTER-2.PDF
HTTPS://WWW.BETTERUP.COM/BLOG/CULTURAL-HUMILITY-VS-CULTURAL-COMPETENCE



How Do we Develop Cultural Humility?

- PRACTICE SELF REFLECTION
- PUT YOURSELF IN A POSITION TO MEET AND ENGAGE WITH PEOPLE FROM CULTURES AND BACKGROUNDS THAT ARE DIFFERENT THAN YOUR OWN
- TAKE TIME THROUGHOUT THE YEAR TO LEARN ABOUT THE DIFFERENCES AND SIMILARITIES AMONG YOUR ACE TEAM
- ENGAGE IN CONTINUOUS LEARNING

HTTPS://WWW.MENTORING.ORG/WP-CONTENT/UPLOADS/2022/01/BBM-CHAPTER-2.PDF
HTTPS://WWW.BETTERUP.COM/BLOG/CULTURAL-HUMILITY-VS-CULTURAL-COMPETENCE



Acceptance and Belonging

DIVERSITY SEEKS TO HAVE A RANGE OF 'FACES' AND BACKGROUNDS IN AN ORGANIZATION. INCLUSION IS WHETHER MEMBERS FEEL A PART OF THE ORGANIZATIONS AND THAT THEIR OPINIONS AND VOICES MATTER.

Acceptance & Belonging in ACE



AS A MEMBER OF THE ACE MENTOR COMMUNITY, I/WE PLEDGE TO NURTURE AND VALUE THE DIVERSITY OF BACKGROUNDS, IDENTITIES, TALENTS, AND BELIEFS OF EACH INDIVIDUAL INVOLVED IN OUR PROGRAM. AS WE PUSH FORWARD IN OUR EFFORTS TO BUILD A MORE UNIFIED, INCLUSIVE, AND DIVERSE WORKFORCE, I/WE PLEDGE TO BE AGENTS OF POSITIVE, LASTING CHANGE. WE COMMIT TO ENSURING THAT EVERY STUDENT AND VOLUNTEER HAS EQUITABLE ACCESS TO ACE RESOURCES AND FEELS INCLUDED AS A VALUED MEMBER OF THE ACE COMMUNITY.



Most important Take Away from Today's Training...