



Mentoring Program Introduction



2022 Mentoring Program - Overview

Who can benefit from having a mentor? Almost anyone!

- New Officials - New class, first year or two
- Just Getting Established - 2 to 4 yrs, just getting into varsity, transfers
- Mid Career - Moving into playoffs, more regular varsity, etc

NOTE: Some – especially Mid Career – can be both mentors AND mentees

What can a mentor provide?

- Willingness to share experiences, give perspective and advice
- Commitment to open, approachable, and tactfully honest feedback
- Sharing what's worked for them – and what hasn't
- Open that mentoring is a 2-way street and it's ok if they don't have all the answers

NOTE: Mentoring is NOT observation/evaluation – that's complimentary but different



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What's needed from mentees?

- Enthusiastically participate and take the initiative to learn and reach out
 - Actively seek feedback, especially constructive feedback
 - Open to learning, inquisitive, and open to providing feedback - two-way street
 - Respect for mentor's time and commitment
 - Don't be a ghost - mentee will only get value if they take the initiative
 - Don't be a vampire - don't suck up all the energy and give nothing in return
- Most important – set clear goals (and limited goals are fine) on what's desired

Mentoring Methods

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| Working with mentor | - great in theory but can be tough to arrange |
| Observing | - go watch mentor or – better yet – a game WITH mentor |
| Ad hoc questions | - ask mentor questions as needed, discuss situations |
| Touchbase | - prearranged (phone/email/in person) every few weeks |



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What's next?

- If you already have a mentor or a relationship that could become one? GREAT!
- If you'd like to be matched up with a mentor:
 - **Send email to Bessa Faltas – bessafaltas@gmail.com**
 - Feel free to include what you're looking for, why you'd like a mentor, etc
 - Identify your segment (New Official, Just Starting Out, Mid-Career)
 - Again, Mid-Career can be both a mentor AND a mentee – being both can be very rewarding AND help your development
 - If you participated in the program last year (thank you!), you can absolutely do so again this year, with either the same or a different mentor