

BNL Mentorship Program



Orienting careers toward success

The best mentoring relationships inspire individuals to attain their greatest potential. The BNL Mentoring Program provides an opportunity for professional development and career management by facilitating engagement with successful and esteemed senior BNL professionals.

What is Mentoring?

Mentoring is when a more experienced person facilitates the development of a less experienced person by sharing expertise, values, skills, perspectives, resources and guidance. It is based on encouragement, constructive comments, openness, respect, and trust.

Want to get involved?

Contact [Maureen Canter](#) at Ext. 7023

Volunteer to be a Mentor

For those who take satisfaction and pride in fostering another's growth.

Benefits of being a mentor:

- ▶ Strengthened leadership skills
- ▶ Recognition of expertise and experience
- ▶ Gain new perspectives
- ▶ Enhanced personal development
- ▶ Personal satisfaction of 'giving back'
- ▶ Cultivate collaborators for current or future work

Characteristics of a Good Mentor:

- ▶ Sense of purpose
- ▶ Mastery
- ▶ Skilled listener
- ▶ Able to maintain confidentiality
- ▶ Organizational knowledge
- ▶ Commitment to diversity and inclusion
- ▶ Values practical work experiences
- ▶ Can dedicate an average of one hour per month

Volunteer to be a Mentee

For those who seek guidance in navigating professional development and career management.

Benefits of Being a Mentee:

- ▶ Strengthen professional skills and subject matter expertise
- ▶ Increased job performance and satisfaction
- ▶ Generate career development and networking opportunities
- ▶ Increased sense of belonging to the BNL community

Characteristics of a Good Mentee:

- ▶ Strong desire for professional and personal growth
- ▶ Open and receptive to feedback and guidance
- ▶ Shows initiative
- ▶ Demonstrates follow through
- ▶ Commitment to managing the relationship
- ▶ Skilled listener
- ▶ Able to maintain confidentiality

Performance Goal Setting for Employees — In this 2-hour course, employees learn the goal-setting process and how to set new and challenging goals using the S.M.A.R.T. goal model. Employees will practice writing specific and measurable goals to help support performance and achievement. The course is taught by HR staff.

Understanding and Managing Style Differences — This one-day course emphasizes the development of improved interpersonal skills and workplace interactions to enhance workplace productivity and morale. Participants will receive feedback on their Social Style and gain an understanding of how their style impacts their interactions with others. During this workshop, participants will learn to identify each of the four social styles and the best approach to work with each. Participants will pinpoint areas of tension, which if unchecked, can ultimately lead to toxic relationships. Employees will also learn about versatility and identify actions to increase their ability to adapt and be successful in workplace relationships. This course includes completing the Multi-Rater Social Style and Versatility Profile as pre-work. The tool is a short assessment of the participant's preferred social style. It is completed by the participant and a minimum of five other work colleagues. It only takes about 15 minutes to complete. The course is taught by HR staff.

Improving Interpersonal Effectiveness with Higher Versatility — This half-day course takes the concepts of SOCIAL STYLE and Versatility that you learned in the Understanding and Managing Style Differences course to another level! Through a series of highly interactive exercises, you will learn specific actions steps to approach and handle common work situations (e.g., team meetings, delegating, and having difficult conversations) with individuals of different styles, thereby increasing your Versatility to better support the STYLE needs of co-workers, managers, direct reports and customers. As a result, you will create more productive relationships; gain more cooperation, support and respect from others; more effectively influence decisions, and present and gain commitment for ideas and plans; and more effectively resolve, or even avert, unnecessary conflict caused by interpersonal friction. Pre-requisite: Understanding and Managing Style Differences (PE193). The course is taught by HR staff.

To register for these courses go to <http://www.bnl.gov/training/courses/>

Contact Starr Munson (munson@bnl.gov) at ext. 7631 or Maureen Canter (mcanter@bnl.gov) at ext. 7023 for more information.