2 **Objectives**
- Importance and Purpose
- Qualities and Activities
- Benefits of Serving
- Best Practice

3 **Importance and Purpose**
- Provide professional expertise
- Teacher, counselor and advocate for Applicant
- Give back to the organization
- Develop next generation

4 **Importance and Purpose**
  - Support the Applicant
  - Encourage the articulation of Pastoral Identity

5 **Qualities of a Good Mentor**
- Willingness to Share
- Positive Attitude
- Positive Role Model
- Personal Interest
- Shares Enthusiasm
- Values Ongoing Learning and Growth

6 **Qualities of a Good Mentor**
- Provide guidance and constructive feedback
- Personal and Professional goals
- Values the opinions and initiatives
- Motivates others
7  **Activities Of The Mentor**
   • Reviews and Reads all written work of the Applicant
   • Offers constructive feedback

8  **Knowledge of Process**
   A good mentor must:
   • Be familiar with Certification Procedures Manual.
   • Be familiar with Catholic and Common Competencies
   • General understanding of Roles
   • Familiar with Application Process
   • Experience as a Certification Interviewer: Presenter

9  **Why Mentor?**
   • Crucial to Remaining Competitive
   • Mentoring leads to higher job satisfaction
   • Chaplains Mentored More Likely To Be Certified
   • Opens New Informal Networks
   • Develops Professionalism of Chaplaincy.
   • Gains Interpersonal Communication Skills

10 **Who Should be a Mentor?**
    • Committed to profession
    • Passion for teaching
    • Learned from being mentored

11 **Expectations of a Mentor**
    • Be Clear on Responsibilities
    • Agree on Goals for Mentoring Relationship

12 **Expectations of a Mentor**
    • Colleague first, Expert second
    • Open and warm tone
    • Listen as much as speaking
    • Set realistic expectations
13 Relationship Not Going Well?
   • Contact NACC
   • Make a timely decision
   • Be as honest as possible
   • Emphasize successes
   • Encourage seeking new mentor

14 Is Your Applicant Ready?
   • Seeks Constructive Feedback
   • Willing to Commit to Professional Growth.
   • Willing to Explore New Behaviors and Skills
   • “Owns” the Process
   • Feels Ready for Certification Interview

15 What do I do if I think Applicant is not ready?
   Be Gentle
   Be Kind
   Be Honest

16 Applicant Chooses To Interview
   Be encouraging but Realistic
   – Help Identify Strengths
   – Help Identify Growing Edges
   – Focus on Positives

17 Tips for Mentors
   • Listen, Listen, Listen
   • Hear Concerns then offer advice
   • Establish trust
   • Expect Applicant to grow in his/her learning.
   • Keep Sight of Goals

18 Tips for Mentors
   • Protect the Applicant from professional errors or missteps
   • Let them learn from their own experience and mistakes.
   • Empower Applicant
   • Promote independence
After the Interview

Respect Applicant’s Experiences, Ideas, and Goals.
• Be available
• Check in with Applicant
•
•

Questions/Concerns

Contact the Administrative-Specialist

Thank you for watching and thank you for your service to NACC.