

1 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
- 1.
-

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
- 1.
-

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
-

19 **After the Interview**

Respect Applicant's Experiences, Ideas, and Goals.

- Be available
- Check in with Applicant
-
-

20 **Questions/Concerns**

Contact the Administrative-Specialist

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