

MENTORING

The following information is from Mark Maloney a Senior Official with the Colorado LSC.

MENTORING:

- *Mentoring is coupled to human behavior for both the mentor and the mentee... that means there's no silver bullet and there's a 1000 ways to do/think/discuss everything. Being a strong mentor is key for me in my role as a senior official and in my work as a project manager. I share my personal approach to mentoring and training as something to consider when evaluating your own effectiveness and philosophy at being a mentor.*

- *One definition of a mentor...*
 - *Unlocking the full potential within others*
 - *Maybe unlocking a new potential within yourself*
 - *Helping someone help themselves*

- ❖ *What's your definition?*

- *Responsibilities of a mentor...*
 - **The most important thing is to Listen** (verbal queues, body language, facial expressions, behaviors, etc.) – **be mindful of the mentee's needs**, feelings, and progress towards becoming an official/starter/referee
 - *This can be very difficult because its human nature for an instructor/mentor to be focused on getting their point across versus being mindful of the mentee's needs*

 - *The mentee tells us ...*
 - *When to provide more information*
 - *When they're overloaded*
 - *They tell us how to help them succeed*

 - *Be willing to be personal with someone... which also means being vulnerable. A strong mentor/mentee relationship helps both people (even if just for a single clinic or single training session)*

- *How does all of that apply to us as leaders within CSI? I'll use the New Officials Clinic as an example.*
 - *Assumptions on "needs":*
 - *New officials → have no knowledge of how the officiating elements work or what officials do*
 - *Seasoned officials → need a clinic for recertification*

 - *My goals for the New Officials Clinic:*
 1. *Provide new people with an "introduction" to officiating... new official's do not need/want/require a comprehensive discussion all things normal, bad, and odd in the officiating world*

 2. *Provide seasoned officials with the same (fundamental) information that's provided to newbies which helps them fix bad knowledge/habits and fine tune their existing skills*

- ❖ *2 very simple and focused goals*

- *When a new official leaves an S&T Clinic, I want them to walk away with 5 things:*

1. They've heard a few officiating buzzards ... such as recovery, simultaneous, horizontal, plus a few others → I don't expect anyone to know the true meaning of those buzzards. → the introduction
 2. They have a chance to see/hear/feel the officiating world and then ask questions. They've been given a new perspective to think about compared to a being a parent who's been sitting in the stands → the introduction
 3. Know how to get started with the (real) on-deck training → how to help themselves
 4. New officials are fire hosed with a ton of information during a clinic. Help them understand that eventually it will all come together and they'll simply observe swimmers in the pool and react to what they see (like driving a car, eventually it all comes together and you don't think about how to drive a car) → relate the clinic to something they already know
 5. When training on deck, ask you trainer to discuss and show **"how to judge a rule"**. Reading the rulebook is easy away from the swim meet... the main purpose of the 24 hours on-deck is to **learn how we observe and judge those rules**. → how to help themselves
- One more things we must never forget about being a mentor for officials....just like us, the mentee is a volunteer (at all positions at all N1/N2/N3 levels). Everyone's reason why is different. Being personal and mindful of why a person volunteers can help you help them.