



# Smart Mentorship

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# + Designed for Agency Goals



- Assessed health and wellness needs within Heritage
- Listed agency health and wellness goals
- Brainstormed interventions



|       |   | Programing Options (non-exhaustive)                                |                  |                             |                     |                    |
|-------|---|--|------------------|-----------------------------|---------------------|--------------------|
|       |   | Regular review of job description (adapt and clarify expectations) | Social Functions | Resource Provision Strategy | Recognition Program | Mentorship Program |
| Goals | Create a workplace that is so healthy that individuals invite others to join them in service        | x  | x                | x                           | x                   | x                  |
|       | Create an opportunity for every individual to love their job  | x  | x                | x                           |                     | x                  |
|       | Continually identify and reduce factors that cause unnecessary stress                               | x  |                  | x                           |                     | x                  |
|       | Identify and support factors that increase autonomy, mastery, and purpose                           | x  |                  | x                           | x                   | x                  |
|       | Foster relationships where people feel trust, feel respected, and enjoy each other's company        | x  | x                | x                           | x                   | x                  |
|       | Create environments that cultivate collaboration, open learning, full participation and inclusivity |  | x                | x                           |                     | x                  |
|       | Increase workplace capacity to support individual health  |  |                  | x                           |                     | x                  |

# + Mentorship

- Makes implicit knowledge explicit
- Provides extra support to individual employees
- Builds employee capacity to manage workplace-specific tasks/situations
- Comradery
- Increased ability to cope/Reduced Stress



# + Smart Mentorship

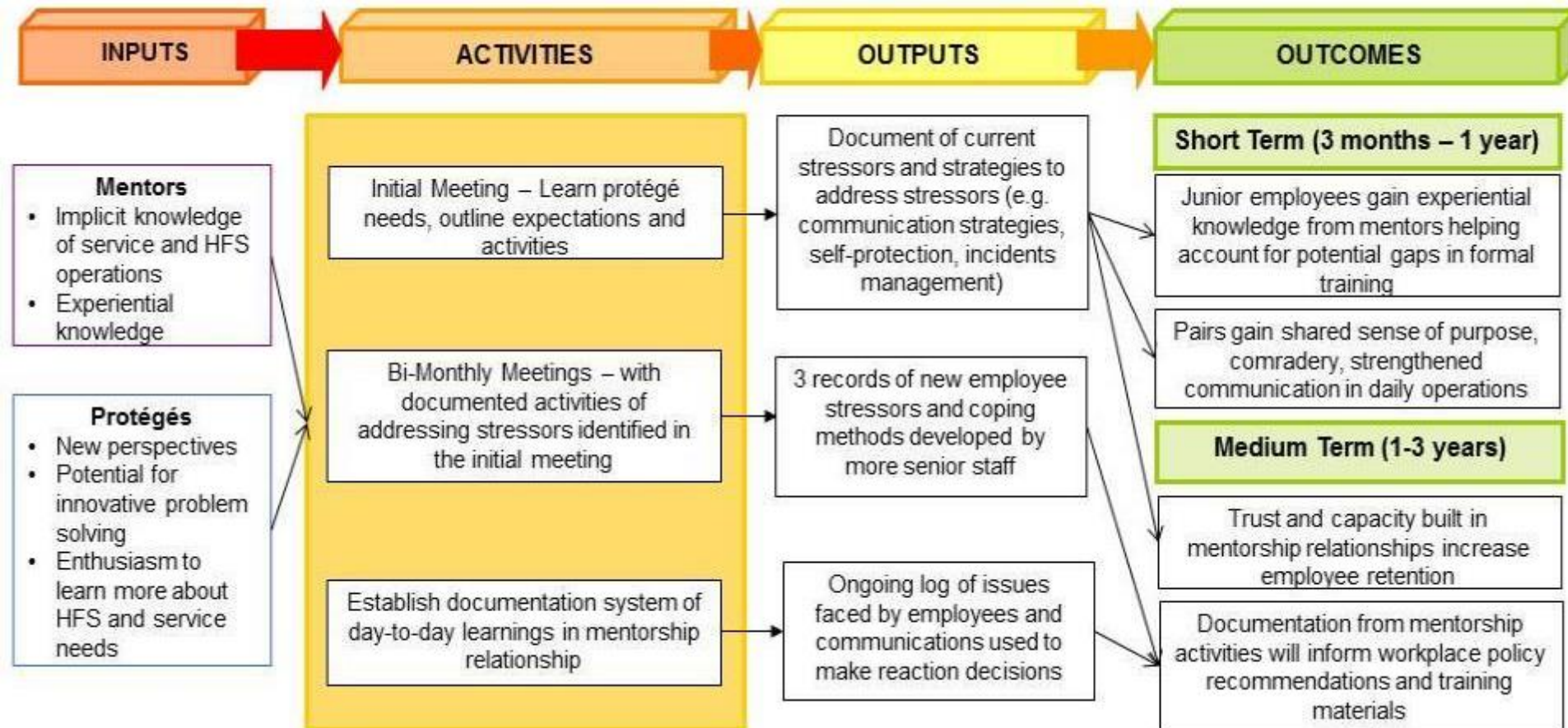
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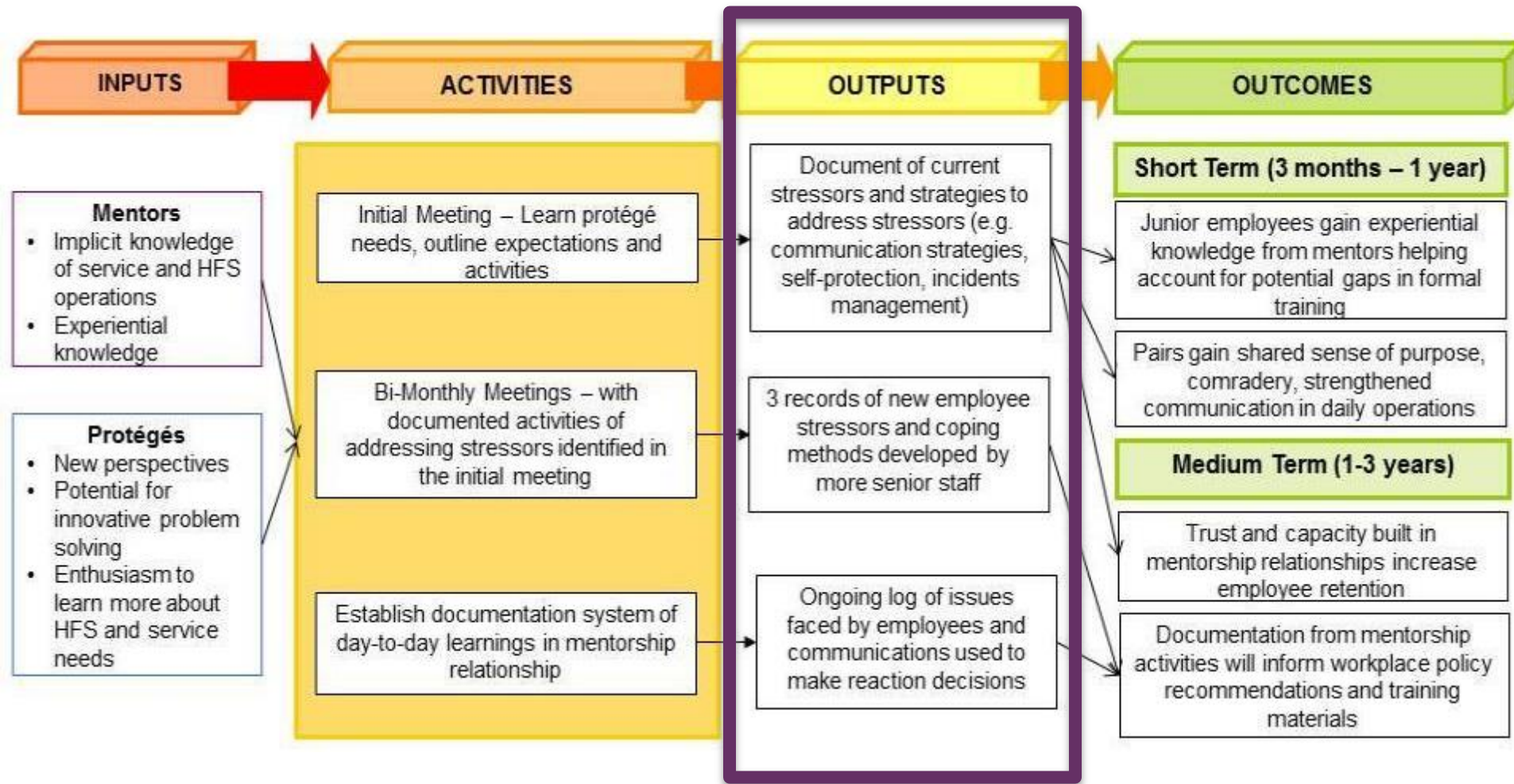
# Organizing Smart Mentorship



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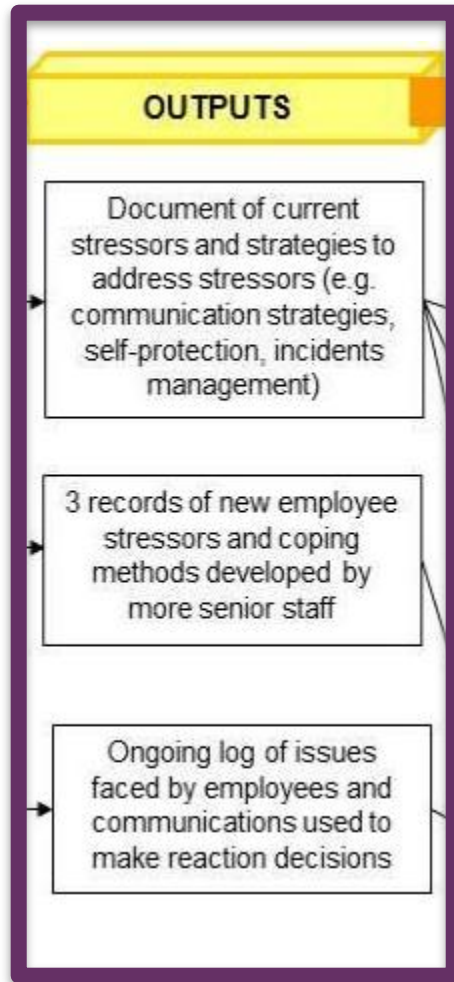
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**Document Everything!**

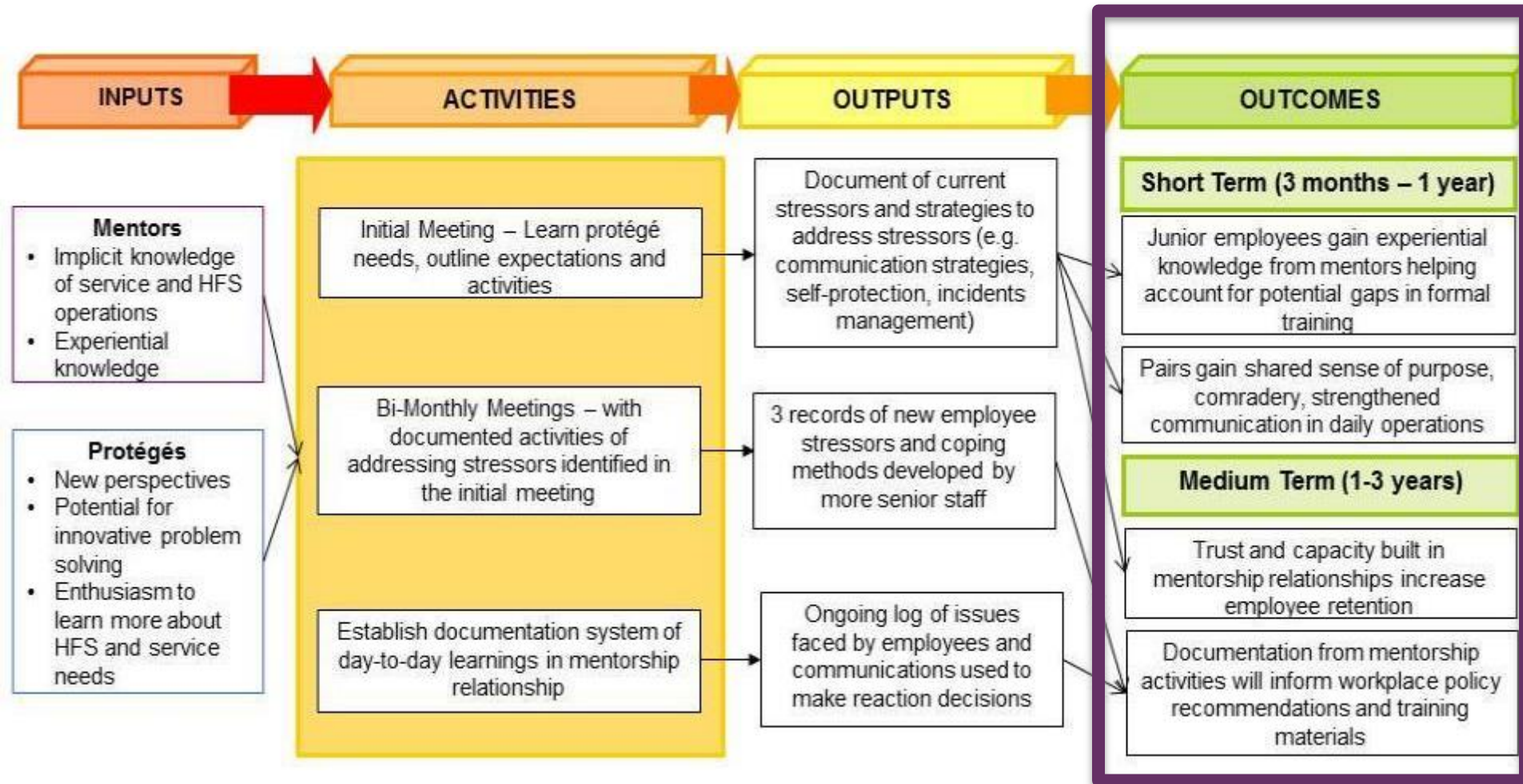


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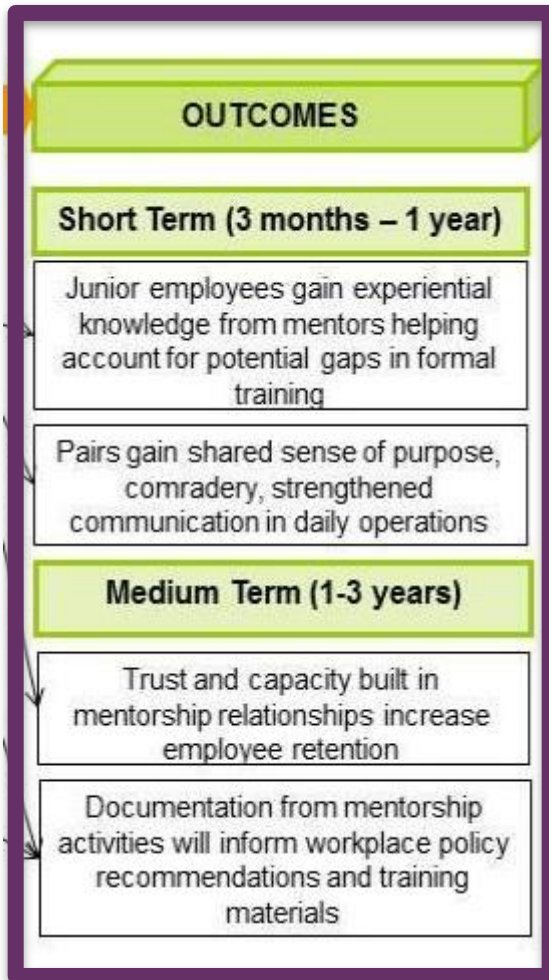


- Document employee goals
  - Stressors
  - Daily activities
  
- Document mentor & protégé reflections
  - Lessons learned
  - Coping strategies

# Organizing Smart Mentorship



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- Identify training opportunities
- Capture implicit knowledge
- Inform workplace policies
- Build training materials

# + Building your program



- Incrementally design project
- Pilot to identify agency-specific needs
- Capture what you can