



**Portland
Community
College**

Bridging the Leadership Gap

**Challenges and Opportunities of
Mentorship**

The Impact of Gender on Career Development

Despite the major advancements women have made in becoming a significant part of the workforce and achieving higher level positions, we still face important career development challenges.

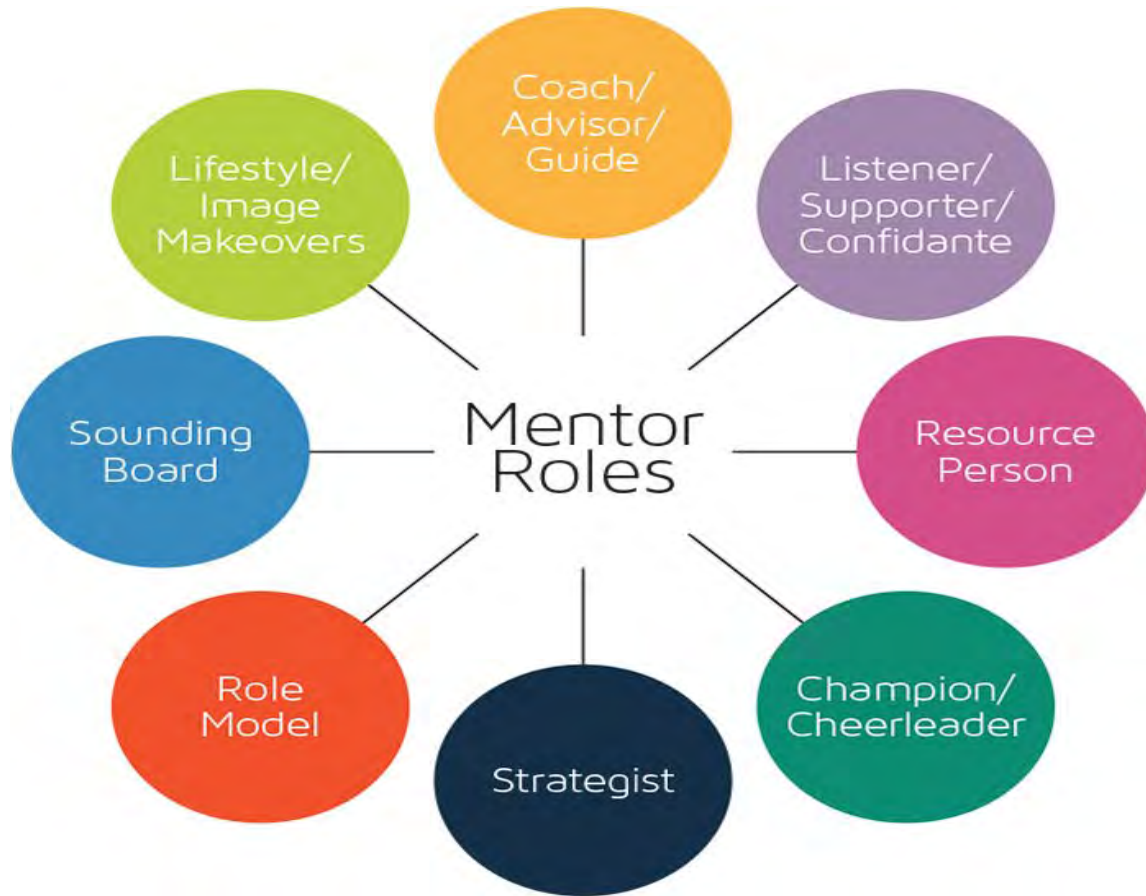
Many women seeking career advancement don't have women in their lives that can serve as "real models" who can empathize with their journeys and provide support.

Networking with influential colleagues and having an experienced mentor creates a distinct advantage.

Mentorship

- Mentoring is a process for the informal transmission of knowledge, [social capital](#), and the psychosocial support perceived by the recipient as relevant to work, career, or professional development; mentoring entails informal communication, usually face-to-face and during a sustained period of time, between a person who is perceived to have greater relevant knowledge, wisdom, or experience (the mentor) and a person who is perceived to have less (the protégé).

--Bozeman, B.; Feeney, M. K. (October 2007). "[Toward a useful theory of mentoring: A conceptual analysis and critique](#)". *Administration & Society*. **39**(6): 719–739. [doi:10.1177/0095399707304119](https://doi.org/10.1177/0095399707304119).



Mentorship and Our Story

- How mentorship helped us along our journey
- How we have engaged in mentoring others along the way

How Can Today's Session Help You in Your Career Development?

- **Worksheet / Action Plan**

Describe current scope of duties

Identify next job(s) or type of job(s) in your career development

Identify competencies of job(s)

Identify persons with whom to connect to help you develop needed competencies

Next Steps

- Connect with people who can help you
 - Identify them
 - Cultivate relationships
 - Informational interview
 - Mentorship

Successful Mentoring Relationships -- Guidelines and Expectations

- Timeframe of relationship
- Meetings (frequency, duration, “safe” location)
- Expectations (agreed upon, clearly expressed)
 - Purpose and desired outcomes
 - Accountability (showing up, monitoring mentoring tasks, measuring progress)
- Confidentiality
- Communication
- Other boundaries (personal v. professional)

How to be a Great Mentee

- Engage fully; “own” your own development
- Identify and monitor your development needs
- Do your homework and be prepared for meetings

How to be a Great Mentor

- Be supportive, objective, non-judgmental and honest
- Encourage open communication (two-way learning)
- Practice active listening
- Provide clear performance measures
- Be receptive to connecting outside of meeting times if necessary

Share Out

- What is one area I am looking to build as a competency?
- What is one area I can mentor others in?
- What opportunities and challenges does this activity bring to light?



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