



# **Incorporating a strengths-based mindset into mentor training and program policies**

June 23<sup>rd</sup>, 2022



**COLLABORATIVE  
MENTORING**



WEBINAR SERIES

# Participate in Today's Webinar

- All attendees muted for best sound
- Type questions in the **Q&A** panel
- Type comments in the **Chat** box
- **Live captions** available in the panel by clicking on the “**CC**” at the bottom of the screen
- Respond to polls
- Who is with us today?
  - Type in the **Chat** to introduce yourself!
  - For all participants to see your message, change to “All panelists and attendees” in the Chat

Audio Settings ^



Chat



Raise Hand



Q&A



Live Transcript

Leave

**COLLABORATIVE MENTORING**  
WEBINAR SERIES

# Good to Know...

**One week after the webinar, all attendees receive an email with:**

- Instructions for how to access a PDF of presentation slides and webinar recording
- Link to the [Collaborative Mentoring Webinar Series webpage](#), where all slides, recordings and resources are posted

**Please help us out by answering survey questions at the end of the webinar.**

# Today's Webinar

## Agenda

- Strengths-Based Approach Introduction
- Mythbusters Panel
- Tool introduction
- Wrap Up
- Q&A

## You will leave this webinar with..

1. A better understanding of how a strengths-based approach supports youth development
2. An understanding of how to practice it
3. And a tool to utilize in your own programs.

# Silver Lining Mentoring Staff Speakers



**Alex Parkes**  
He, Him, His

Volunteer  
Manager



**Christina  
Haines**  
She, Her, Hers  
Senior Director of  
Strategy and  
National Impact

**Mobile Burrell**  
they, them, Mobz

Assistant Director  
of Technical  
Assistance and  
Institute  
Initiatives



**Liz Perry**  
She, Her, Hers

Program  
Coordinator,  
Silver Lining  
Institute



# Valentina Alfaro Eller



Valentina is a Licensed Clinical Social Worker, with over 10 years of experience in the social work field. She has been a Program Coordinator with Silver Lining Mentoring since 2018, where she supports mentors and mentees to build a strong connection and long-lasting relationship, as well as providing training for mentors-to-be. Valentina also has experience working directly with young people in Foster Care residing at a Group Home in Chile, where she is originally from. Her passion is to work towards a society where humans' inherent worth is valued, and everyone's right to live in peace and safety is honored.



# AJ Spagnuolo



AJ has been matched as a mentor with Silver Lining Mentoring since November of 2020. He works for United Way of Massachusetts bay as a Director of Data Analytics. Him and his mentee both love cheering on the Celtics and Red Sox, going to the arcade, and theatre.

# Iliana Joaquin



Iliana Joaquin is a volunteer mentor to two young ladies and serves as an executive board member for Silver Lining Mentoring. She enjoys working closely with SLM to be a consistent source of support to her mentees. She works in marketing professionally, as a digital marketing manager in Salem. In her free time, she likes to stay active with friends and family, meet with her mentees, and try new restaurants.



# Lulu Young



Lulu is a lifelong learner who has applied her technology and problem solving skills to multiple domains during her 30+ years in software. Her 5 beloved nieces and nephews give her ongoing opportunities to re-see the familiar through fresh eyes and to keep exploring new topics. They also serve as reminders that one ought not take oneself too seriously.

Lulu's SLM mentoring experience builds on her history of engagement with young people. In addition to the genuine delight that interacting with young people brings her, Lulu finds that her involvement also helps her stay curious, informed, and committed to the world we all share.

# Strengths-Based Approach (SBA)

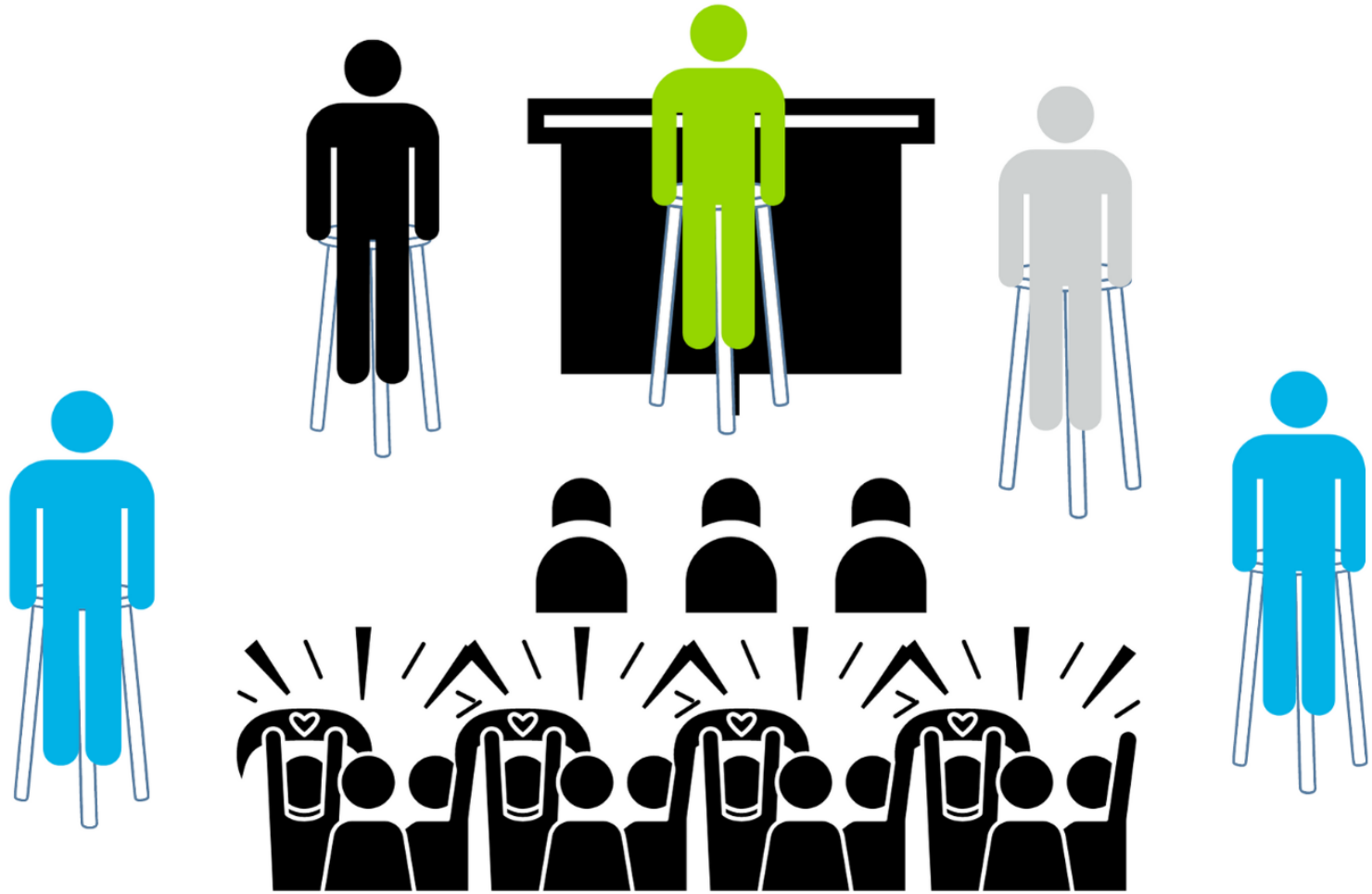
- SBA provides the positive supports that all young people need
- SBA focuses on healthy development, and encourages youth to be active participants in the mentoring process
- This is a contrast to previous approaches, which often labeled the youth as “at-risk” participants who needed “fixing”
- Works on finding strengths in youth’s natural support systems (family, friends, school, neighborhood)
- SBA encourages the youth to explore and utilize their existing strengths and skills, instead of exclusively trying to develop new ones

***“We must look on our children in need not as problems but as individuals with potential...I would hope we could find creative ways to draw out of our children the good that there is in each of them.” – Archbishop Desmond Tutu***

# Strengths-Based Approach at SLM

- SBA is incorporated throughout the SLM training and onboarding process for Volunteer Mentors
- During our Mentor training sessions, candidates engage in role-plays and meet with current mentors regarding their experiences with the SBA
- When a Mentor candidate expresses sentiment that does not align with the SBA, staff will work to direct them to a response that reflects it
- If a mentor candidate expresses strong sentiments against the SBA approach, SLM may review their candidacy and may not approve them to be a Mentor with the organization

# Mythbusters Panel



**COLLABORATIVE MENTORING**  
WEBINAR SERIES

# Strengths-Based Mindset in the Elements of Effective Practice for Mentoring

**Recruitment [Example from SLM: How the Organization Talks About Youth]**

**Screening [Example from SLM: Sample Interview Questions]**

Training

Matching

**Monitoring and Support [Example from SLM: A Village of Support]**

Closure

# Learning from Each Other

How does your organization foster a strengths-based approach in any of the Elements of Effective Practice for Mentoring?

Recruitment

Screening

Training

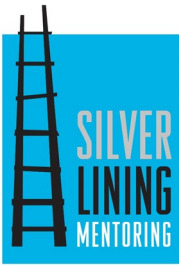
Matching

Monitoring and Support

Closure

Prompts:

- We foster a strengths-based approach by...
- We coach volunteers on a strengths-based approach by...
- We have learned that a strengths-based approach means...
- We encourage young people to view themselves in a strengths-based way by....



# Stay in Touch!

[www.silverliningmentoring.org](http://www.silverliningmentoring.org)

## Like us and follow us!

- [f /silverliningmentoring](https://www.facebook.com/silverliningmentoring)
- [@slmyouth](https://twitter.com/slmyouth)
- [in /company/silver-lining-mentoring](https://www.linkedin.com/company/silver-lining-mentoring)
- [@silverliningmentoring](https://www.instagram.com/silverliningmentoring)

## Seeking No-Cost Training or Technical Assistance?

Complete our intake form on [SLI Webpage](#)

**Mobile Burrell, MSW**, (they/them or name)  
Assistant Director of Technical Assistance  
and Institute Initiatives  
[mobile@silverliningmentoring.org](mailto:mobile@silverliningmentoring.org)

**Liz Perry, MS**, (she/her)  
Program Coordinator, Silver Lining Institute  
[liz@silverliningmentoring.org](mailto:liz@silverliningmentoring.org)

**Christina Haines**, (she/her)  
Senior Director of Strategy and National  
Impact

**Alex Parkes**, (he/him)  
Volunteer Manager





# Additional Resources

1. [Positive Youth Development and Resiliency Training for Staff](#) – PDF – 14 pages – Overview of Positive Youth Development approach highlighting key elements to consider implementing into mentoring programs.
2. [Positive Youth Development Resource Manual](#) – PDF – 210 pages – Resource kit that includes training activities, handouts, powerpoint presentations and references to other resources for those that wish to promote positive youth development. Some sections include origins and principles of PYD, youth involvement, youth development in care settings and effective strategies for youth programming.
3. [Putting Youth Development Principles to Work in Mentoring Programs \(Fact Sheet\)](#) – PDF – 6 pages – Fact sheet on incorporating youth development principles and practices into youth mentoring programs. Includes overview of the Five C's of youth development and how to incorporate youth development practices into mentor training.
4. [Strength-Based Community Mentoring Workbook](#) – PDF – 18 pages – Workbook that outlines what a strength-based organizational review looks like including examples of strengths-based organizational practices.
5. [Strength-Based Mentoring: Nurturing children and youth the help them thrive](#) – PDF – 3 pages – Introduction to Strength-based mentoring including key principles, strategies and traits of strength-based mentors.

# References

1. Positive youth development and resiliency. (2019, December). Retrieved from <https://youthcollaboratory.org/sites/default/files/2019-12/Module%203%20Staff%20Training%20Rebranded.pdf>
2. Dotterweich, J. (n.d.). Positive youth development resource manual. Retrieved from [https://ecommons.cornell.edu/bitstream/handle/1813/21946/PYD\\_ResourceManual.pdf](https://ecommons.cornell.edu/bitstream/handle/1813/21946/PYD_ResourceManual.pdf)
3. Putting youth development principles to work in mentoring programs ... (2007, February). Retrieved from <https://educationnorthwest.org/sites/default/files/resources/factsheet14.pdf>
4. Strength-based community mentoring workbook. (2013, October) Retrieved from [https://albertamentors.ca/wp-content/uploads/2013/10/SB\\_for\\_Communities\\_Workbook.pdf](https://albertamentors.ca/wp-content/uploads/2013/10/SB_for_Communities_Workbook.pdf)
5. Strength-based mentoring - big brothers big sisters of peel. (2018). Retrieved from <https://peel.bigbrothersbigsisters.ca/wp-content/uploads/sites/160/2018/04/Strength-Based-Mentoring.pdf>

# Additional Resources

## Affiliates

Affiliates serve as a clearinghouse for training, resources, public awareness and advocacy. Find your local affiliate here:

<http://www.mentoring.org/our-work/our-affiliates/>

## Mentoring Connector

Recruit mentors by submitting your program to the Mentoring Connector

<https://connect.mentoring.org/admin>

## National Mentoring Resource Center

Check out the [OJJDP National Mentoring Resource Center](#) to access evidence-based mentoring resources and to apply for no-cost training and technical assistance

# Remember...

## After the webinar:

- Please help us out by answering survey questions at the end of the webinar.
- Everyone will get an email with information on how to download the slides, recording, and resources on the CMWS webpage on the MENTOR website:

[http://www.mentoring.org/program\\_resources/training\\_opportunities/collaborative\\_mentoring\\_webinar\\_series/](http://www.mentoring.org/program_resources/training_opportunities/collaborative_mentoring_webinar_series/)

# Stay Connected

- **Email us** at [collaborativewebinarseries@mentoring.org](mailto:collaborativewebinarseries@mentoring.org)
- **Tweet** with hashtag #MentoringWebinar
- **Visit our webpage** on the MENTOR website for past and upcoming webinars:

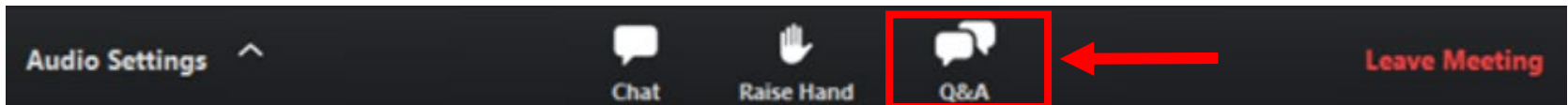


The Collaborative Mentoring Webinar Series is hosted by MENTOR National and facilitated by MENTOR and a planning team of MENTOR Affiliates. Through ongoing planning and evaluation of the latest developments in the field, this team delivers a webinar each month focused on strengthening mentoring practice, sharing new resources, and helping the field put research into practice. These webinars would not be possible without the planning team, which includes the following *Affiliates*: MENTOR Colorado, MENTOR Indiana, MENTOR North Carolina, MENTOR Vermont, and MENTOR Washington.

**COLLABORATIVE MENTORING**  
WEBINAR SERIES

# Q&A

**Type your questions in  
the Q&A panel**



# Join Us Next Month!

Next Month's Webinar

Mentoring in the 'New Normal: Maximizing Participant Engagement in These Still-COVIDy Times'

July 28<sup>th</sup>

1-2:30 pm ET



**COLLABORATIVE  
MENTORING** 

WEBINAR SERIES