Be One, Get One: Importance of Mentoring

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Multiple Steps & Paths to Success

Dana Cabbell

EDUCATION
Bachelor of Science
Electrical Engineering

Cal Poly, San Luis Obispo

Opportunities thru internships
- Develop technical & workplace social skills
- Experience different business settings
- Determine fields/environments that you thrive in
- Create relationships and contacts for future jobs

INTERNSHIPS
- Substation Engineer
- Power System Planning Engineer

Southern California Edison

WORK EXPERIENCE
- Power System Planning Engineer
- Manager, Engineering
- Director

Growth Takes Place Outside Your Comfort Zone – A Mentor Empowers a Person to Step beyond their Comfort Zone
Multiple Steps & Paths to Success

Lesia Bilitchenko

EDUCATION
Bachelor of Computer Science, Masters in Business Administration

Growth Takes Place Outside Your Comfort Zone – A Mentor Empowers a Person to Step beyond their Comfort Zone

Opportunities thru internships
- Develop technical & workplace social skills
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INTERNSHIPS
- Student Researcher in Computer Vision
- Student Researcher in Bio Informatics

WORK EXPERIENCE
- Application Developer, IT
- Sr Tech Specialist/Scientist, IT
- Project Manager, Work Management
- Engineering Manager, System Planning

Cal Poly, Pomona and University of La Verne
Jet Propulsion Laboratory and UC Berkeley
Southern California Edison

100+ Women Strong
CSULB College of Engineering
Multiple Steps & Paths to Success

Belinda Vivas
EDUCATION
Bachelor of Science
Electrical Engineering
California State University, Long Beach

Opportunities thru internships
- Develop technical & workplace social skills
- Experience different business settings
- Determine fields/environments that you thrive in
- Create relationships and contacts for future jobs

INTERNSHIPS
- Lighting and Lightning Substation Design
- Electrical Drafter
- TA in CSULB

WORK EXPERIENCE
- ICA Engineer
- Project Lead Engineer

Growth Takes Place Outside Your Comfort Zone – A Mentor Empowers a Person to Step beyond their Comfort Zone
The Importance of Mentoring

The key to career advancement!

Good Mentoring can lead to Greater Career Success: Mentees were 5 times more likely to be promoted

What is Mentoring?
- A mentor shares about their own career path, as well as provide guidance, motivation, emotional support, and role modeling

Mentoring is Different than Coaching
- Mentoring: Development Driven
- Coaching: Performance Driven

Mentoring Benefits
- Stretch Outside of your Comfort Zone
- Strengthen and Build Knowledge, Skills, and Abilities
- Explore and Address Specific Challenges and Obstacles
Mentorship – how to get started?

How Do I Approach a Person to Be A Mentor?

- Identify the Right Mentor
- Make Your Request
- Be Gracious

“The delicate balance of mentoring someone is not creating them in your own image but giving them the opportunity to create themselves.” — Steven Spielberg
Tips to Build An Amazing Mentorship

- Remember the 1st Impression is Made During your Initial Conversation
- Take Ownership for your Own Learning -- Prepare Thoughtful, Engaging Questions for All Conversations
- Develop Trust
- Be Respectful of your Mentor’s Time and Set Realistic Expectations with your Mentor
- Come to Each Meeting with a Prepared Agenda and be Open about your Needs
Mentoring Activity: SWOT Analysis
Take 10 minutes to work through your personal SWOT Analysis

<table>
<thead>
<tr>
<th>Strengths</th>
<th>Weaknesses</th>
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<tbody>
<tr>
<td>What is your strongest skill/ability?</td>
<td>What poor work habits do you have?</td>
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<tr>
<td>What makes you unique?</td>
<td>Which skills do you need to improve on?</td>
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<tr>
<td>What do others see as your strengths?</td>
<td>What would others say about your weaknesses?</td>
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</table>

<table>
<thead>
<tr>
<th>Opportunities</th>
<th>Threats</th>
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<tr>
<td>What opportunities are open to you?</td>
<td>What conditions may negatively impact you?</td>
</tr>
<tr>
<td>What trends could you take advantage of?</td>
<td>What is your competition doing?</td>
</tr>
<tr>
<td>How can you turn your strengths into opportunities?</td>
<td>What threats do your weaknesses expose you to?</td>
</tr>
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Mentoring Activity: Mentor Qualities

From list below – Using SWOT Analysis, take 5 minutes to pick 1 or 2 qualities in a mentor that you need the most, writing down why this is important to you. We will share with large group for 5 minutes.

Consultant:
- Actively seek to understand mentee by listening attentively and seeking clarification
- Coaches and encourages mentee to define and attain achievable goals
- Suggests all options and ideas to make the best decision

Counselor:
- Ask “tough” questions, clarify mentee picture of success
- Active listening for the subtext; asks clarifying questions
- Give clear and concise advice

Cheerleader:
- High-energy enthusiasm for academic, personal or professional success
- Inspire mentee to achieve goals
- Relate mentee success to the pursuit of mentor goals and what that success looked like

Which Quality is Important to You and Why?
Resources: Help to Identify Your Strengths

- [https://www.gallup.com/strengths/assessment](https://www.gallup.com/strengths/assessment)
- [https://viacharacter.org/](https://viacharacter.org/)
- [https://www.marcusbuckingham.com/](https://www.marcusbuckingham.com/)

“Stick to your true north— build greatness for the long term.”
Ruth Porat, CEO Alphabet.
What do you need from 100+ Women Strong?

- Brainstorm career choices for my engineering major
- Learn from one another
- How to build and maintain professional networks
- Find Industry contacts in my career path
- What to expect when starting a new job
- Share current struggles and concerns
- How to find Internships
- Improve my resume and social media presence
100+ Women Strong want to thank you for attending

Importance of Mentoring

“The journey of a thousand miles begins with one step.”
Take a step today!

Lao Tzu

Make a Connection Today
Introduce yourself & exchange information, ask questions.
Connect with speakers on Whova App

Powerful Information
Review all CC Slide Decks:
https://www.csulb.edu/college-of-engineering/coaching-circles-0

Create a Journal
Write down lessons learned, goals, next steps & timeline.
Grow & maintain your network

Post Event Survey
We want your feedback.
Survey on Whova App

Join Us Again
Attend our next event—watch this space:
https://www.csulb.edu/college-of-engineering/100-women-strong

Get Support
Be a member of 100+ Women Strong
https://www.csulb.edu/college-of-engineering/100-women-strong-steering-committee

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