

Mentoring

SCAS - 2024

ALEX PURSER

Introduction

Mentoring is at the core of the way we train judges within the UK.

Everybody is appointed a mentor to help guide and support them through their judging journey (long or short!).

But for many this may not be something that comes naturally, either because they have not been mentored, or they have not been asked to fulfil this previously.



“My job is not to be easy on people. My job is to take these great people we have and to push them and make them even better.”

– Steve Jobs

“Be who you needed when you were younger”

–Anon

Timeline

Initial

What does the mentee want to get out of their judging?
Why did they get into Judging?
How much time can they volunteer?

Review

How is the mentee progressing?
Do they understand their J5 feedback?
If not can mentor help unpick this?

Progress

Do they have a particular background?
Can you help them get into their first shoots?

Reflect

Help the mentee consider next steps.
Areas to work on?
Shoots to apply for ?

What can Mentors offer, and what might Mentees need??

- ▶ Experience
- ▶ Support
- ▶ Sounding Board
- ▶ Critical Eye
- ▶ Check-ins (how is it going?)
- ▶ Informal feedback
- ▶ Formal Feedback – J5 appraisal

How to be an **Effective mentor?**

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- ▶ Encouraging words are important
- ▶ Learning how devil's advocate (What If's)
- ▶ Give constructive feedback that their mentees need to hear to move forward and become better.
- ▶ Do not sugar-coat to protect mentees' feelings.
- ▶ Try not to Sandwich feedback
- ▶ Magnifying their progressional aspirations onto others
 - ▶ - Assuming the speed of progression that the mentee may wish to proceed.
 - ▶ - Assuming that the Mentee wants to progress further
 - ▶ – they may be happy with their new grade
 - They may benefit from time.
 - ▶ Mentors are there to help & support not rush!

What might Mentees need?

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CANDIDATES

- ▶ Support to get their first shoots booked in.
- ▶ Contacts of tournaments to approach
- ▶ Regular active check ins
 - ▶ - how do they feel they are getting on?
 - ▶ - how are they finding it?
- ▶ Feedback / J5 appraisal

COUNTY

- ▶ Encouragement to progress.
 - ▶ - Do they want to?
 - ▶ - Do they know how?
- ▶ Regular active check ins
 - ▶ - how do they feel they are getting on?
 - ▶ - how are they finding it?
- ▶ Feedback / J5 appraisal

REGIONAL / NATIONAL

- ▶ Encouragement to progress.
 - ▶ - Do they want to?
 - ▶ - Do they know how?
- ▶ Less frequent active check ins.
- ▶ Feedback/J5 (if applicable)

Summary

A successful mentoring relationship should deliver a reciprocally rewarding relationship for both parties

If done well, the mentee should feel well supported and encouraged in their judging

This often requires an open and honest offering by both parties, where they can discuss the 'wins' as well as the development points that need action.

(these may be via J5, or broader informal discussion by other judges).

Thank you
Any questions?

Bibliography:

[30 Best Inspiring Mentor Quotes To Motivate You \(qooper.io\)](https://qooper.io)