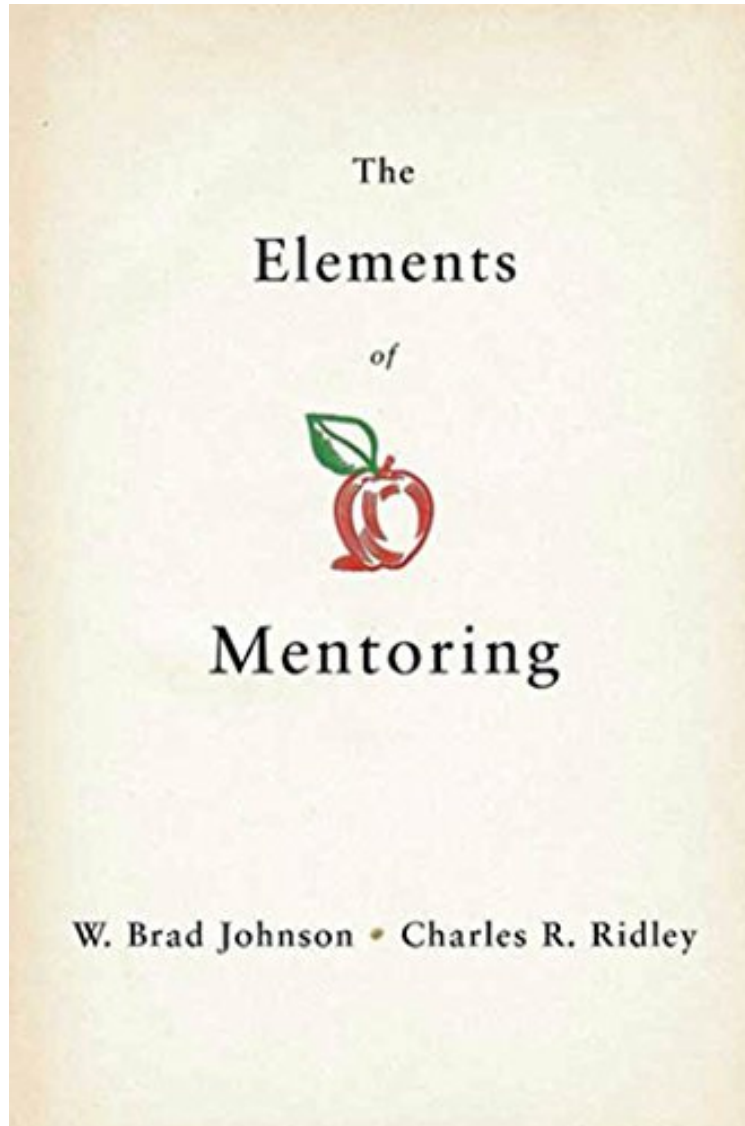


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The Elements of Mentoring

W. Brad Johnson, Charles R. Ridley
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W. Brad Johnson, Charles R. Ridley : The Elements of Mentoring before purchasing it in order to gage whether or not it would be worth my time, and all praised The Elements of Mentoring:

2 of 2 people found the following review helpful. Vey helpful view of mentoringBy Paul PlamondonI did a combination of reading, skimming and taking notes as I made my way through this book. The writing style felt stuffy, but that didn't bother me as it might bother some. In fact, I appreciated the clear, directive, straightforward approach. The structure of each chapter will appeal to different kinds of learners. The short case study at the beginning of each chapter will appeal to people who learn best from stories. The detailed narrative that makes up 95% of each chapter clearly articulates the content and concepts related to the topic. The bullet-pointed summary is great for this who need

a quick reminder or executive overview of the chapter. The book was loaded with ideas on how to be an excellent mentor that covered the skills of a mentor and characteristics of a good mentor. It also included ideas on how to start a mentoring relationship on the right foot, how to set agreements, how to handle dynamics that derail a relationship, and how to end the relationship. Yes, there was a lot of repetition, but many of the skills and characteristics overlap with each other. As a reference, the redundancies are very useful. The redundancies are less useful if reading the book cover to cover. The position of the book is that mentoring works best when a mentor selects the protege and they have a good, basic synergy. Personally, I think mentoring can work well if the protege seeks out the mentor, as long as the mentor feels there is sufficient chemistry to really show care for the protege. I found the book very inspiring and helpful. 2 of 2 people found the following review helpful. Great reference book By John Seale I liked this book ndash; I think it's a great resource of mentoring skills, traits, and processes. It doesn't go too deeply into any particular thing, but that is the strength of the book. It is designed as an overview. When I read it, I underlined the main idea of each of the 65 elements and noted how most elements also include some steps or some basic components. Therefore, I will keep this book as a reference book. When in a mentoring relationship, it would be very helpful to skim over the Table of Contents and look for elements that I feel are missing or need improvement. Then, I could simply read the short sections on each one. The book is a great survey of general topics in mentoring. It should not be read as an in-depth study of mentoring, and in fact I'm not entirely certain that it should be read through on a regular basis either. I believe that its best purpose is as a reference book, reading individual sections based on need. The book does an excellent job of organizing itself to be used in that way, with each section breaking down in a very predictable pattern. It is clearly well researched and well written. It also does a good job of balancing the doing and the being of mentoring, discussing the traits that a mentor needs to have as well as the skills that he or she should possess. Overall, it is an excellent survey and a good reference book. 3 of 3 people found the following review helpful. Dense Yet Accessible Resource By Nathan W. Attwood I used this book in my research for a doctorate related to a mentoring program for church professionals, and considered it one of the most useful resources I found. The book includes an enormous amount of useful, practical direction on every aspect of mentoring condensed to a slim volume. People whose work includes the regular development of proteges would benefit from reading and re-reading this book as an accountability measure for their work. As a matter of fact, just today I was in a hurry when a protege needed direction. I would surely have failed her if I hadn't thought about this book and followed its admonitions.

Patterned after Strunk and White's classic *The Elements of Style*, this new edition concisely summarizes the substantial existing research on the art and science of mentoring. *The Elements of Mentoring* reduces this wealth of published material on the topic to the sixty-five most important and pithy truths for supervisors in all fields. These explore what excellent mentors do, what makes an excellent mentor, how to set up a successful mentor-protégé relationship, how to work through problems that develop between mentor and protégé, what it means to mentor with integrity, and how to end the relationship when it has run its course. Succinct and comprehensive, this is a must-have for any mentor or mentor-to-be.

From Booklist What Strunk and White's *Elements of Style* is to writing and Richard Bayan's *Words That Sell* (1984) is to advertising, Johnson's and Ridley's slim but meaty volume will be a classic for future mentors. Both authors are professors of psychology and have meticulously and concisely boiled the plethora of material written on the subject of mentoring down to 50 key elements. The book seems overly geared to mentoring in a corporate setting, but anyone who is attempting this noble work--be it schoolteacher, big brother, or music pedagogue--will find useful advice here, which is not only turned outward toward encouraging proteges but also inward in a section titled "Know Thyself as a Mentor: Matters of Integrity." The authors have left no stone unturned in their treatment, even dealing with the ever-present possibility of sexual attraction between mentor and protege. This is sure to become a standard in the field. Allen Weakland Copyright copy; American Library Association. All rights reserved "This book represents a well-articulated approach to the principles of mentoring that is sure to be a landmark work. Jam-packed with exciting ideas, it highlights precisely why and how mentoring is undertaken in various workplace settings. The authors respond to the rapidly changing world of work by delivering an extraordinary range of tools and options for professionals who wish to be ethical, thoughtful teachers and coaches to their proteges. Well written and highly readable, it offers practical applications using exemplary case studies. This gem of a resource will aid the reader in understanding how to apply the mentoring microskills presented throughout. This is a must read for anyone who aspires to excellence as a leader and mentor." Mary H. Guindon, School of Professional Studies in Business and Education, Johns Hopkins University Johnson and Ridley carefully explain the skills, attitudes and values that make for effective mentoring. In this useful guide, they point out what helps and what could hurt these developmental relationships. A must read for mentors and proteges alike. I recommend it highly. Winston E. Gooden, Ph.D., Dean, Fuller Graduate School of Psychology Johnson and Ridley have distilled the essence of how to be a successful mentor in a well written succinct compendium they accurately describe as the "nuts and bolts" of effectively advancing the careers of junior colleagues in a caring, yet rigorous manner. The advice contained here holds significant value

across work sites and professions, and can benefit both potential mentors and those wishing to find a mentor. I recommend this book to anyone hoping to guide the next generation in their field or hoping to find such a guide."

Gerald P. Koocher, Professor and Dean, School for Health Studies, Simmons College

The Elements of Mentoring is destined to become a classic due to its concise approach and timeless value in helping to create win-win situations for individuals committed to helping others achieve more. ...This excellent book has the potential to bring out your best: read it!"

Leadership Organization Development Journal

About the Author

W. Brad Johnson is associate professor of psychology at the U.S. Naval Academy and a faculty associate in the Graduate School of Business and Education at Johns Hopkins University. He lives in Annapolis, MD. Charles R. Ridley is professor of Counseling Psychology at Texas A M University and Co-Director, Research Core of the university's Center for the Study of Health Disparities. He lives in College Station, Texas.