

# Scenario 3

## ***Introductory Description (Narrated on Videotape)***

Mentoring pair-Robert Morrison, a professional civil engineer, and Anna Santos, an undergraduate civil engineering student-are meeting for the second time about three months after their first meeting.

## ***Additional Description***

*Remember before viewing:*

- . Give a brief overview of what the audience will be viewing and how long it will take.*
- . Tell them how much time they will have for discussion.*
- . Ask them to refrain from talking during the video.*

Mr. Morrison has a meeting with the city council and has invited Anna to lunch prior to the meeting. Although the setting is more casual, Mr. Morrison still exhibits a sense of formality and continues to call her Miss Santos. Anna is missing a class to meet with him and expresses disappointment in his not being there during her recent planned visit to his office. Mr. Morrison apologizes but seems unaware of the inconvenience it caused her. After Anna expresses more disappointment about not receiving an invitation to attend a society meeting with him in enough time to arrange transportation, he responds with a remark about his daughter who always gets disappointed.

When Mr. Morrison postpones their next meeting for three months, Anna again expresses concern and asks if other arrangements can be made. She questions his interest in continuing as her mentor. Mr. Morrison is surprised, but impressed, by her assertiveness and realizes that he must give the relationship more priority for it to work. He then invites Anna to attend the council meeting with him, but incorrectly assumes she already knows a Hispanic councilman. Anna enthusiastically accepts and Mr. Morrison finally gets less formal by telling her to call him Bob and asking about her Gateway project ideas. Once again, Anna begins to feel encouraged about the mentoring relationship, and now Bob is aware of the level of commitment that is required to be a successful mentor.

## ***Learning Summary (Narrated on Videotape)***

This scenario is primarily about developing and maintaining a mentoring relationship and shows that even those that get off to a decent start can decline rapidly. This scenario exhibits some good mentoring behavior and some not-as-good mentoring behavior. It illustrates some positive effects of assertive behavior by the mentee and that mentoring relationships can get back on track if both partners are interested and committed to doing so. Also, there are issues related to cross-gender and cross-racial mentoring, and stereotypes, biases, and discrimination.

### ***Possible Questions***

- . What was this scenario about in general?
- . What was the meeting atmosphere like?
- . Do you think this meeting included two-way communication? Who was in control of the meeting?
- . How do you think Anna was feeling about Mr. Morrison and being paired with him as a mentor at the beginning of this meeting? How do you think she felt at the end? What, if anything, caused a change?
- . How do you think Mr. Morrison was feeling about mentoring Anna at the beginning of this meeting? How do you think he was feeling at the end? What, if anything, caused a change?
- . How assertive and self-confident do you think Anna was in this meeting?
- . How did you feel when Mr. Morrison told Anna "I will make it up to you, Dear. "?
- . What did you think when he compared Anna's disappointment to his daughter's?
- . What was he inferring when he assumed that Anna would already know Councilman Gonzales?
- . Do you think this will be a successful relationship?

*Remember after viewing:*

- . *Remind the audience that these scenarios are not necessarily "typical" or "exemplary."*
- . *Encourage the audience to respect others opinions.*
- . *Diligently keep the discussion focused and polite.*
- . *Keep questions open ended.*
- . *Let the audience decide good from bad.*