

Scenario 4

Introductory Description (Narrated on Videotape)

Mentoring pair-Rosemary Wilkins, a professional computer engineer, and Jennifer Anderson, an undergraduate computer 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.*

Jennifer is visiting Rosemary's office, but when she arrived, Rosemary was completing an important design proposal, so her co-worker Roger talked with Jennifer about his project. When they finally meet, Jennifer remarks that Rosemary seems much more serious than when they met at the restaurant. Rosemary is surprised to hear this, but agrees. She states how gratifying her work is and that she would like to hear about Jennifer's idea for a new computer disk. Jennifer is surprised and indicates that she thought Rosemary was sorry that she agreed to be her mentor, because she had not returned phone calls and did not seem interested in the relationship.

Jennifer confesses that she talked to her advisor about ending the relationship. Rosemary confirms that she is interested and suggests that they make more definite plans by writing down activities and times to do them. This surprises Jennifer, but she is encouraged by Rosemary's newly stated commitment to being her mentor. Jennifer and Rosemary continue to get to know each other.

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 somewhat shaky start can improve and look more promising. 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.

Possible Questions

- . What was this scenario about in general?
- . What was the meeting atmosphere like?
- . At the beginning of this meeting, how was Jennifer feeling about Rosemary and being paired with her as a mentor? How did she feel at the end?
- . At the beginning of this meeting, how was Rosemary feeling about Jennifer and being paired with her as a mentee? How did she feel at the end?
- . How assertive and self-confident do you think Jennifer was in this meeting?
- . Do you think this was a successful meeting?
- . What was Jennifer prepared to do if this meeting was not successful?
- . Do you think Rosemary was really unaware of what was happening in the relationship?
- . Sometimes *mentors/mentees* do not view the relationship from the other's viewpoint. Why might a mentor not understand what a mentee is feeling? Why might a mentee not understand what a mentor is feeling?
- . What role did two-way communication play in this scenario?
- . Do you think both Jennifer and Rosemary have the same mentoring expectations now? What else should they do to set ground rules in addition to making a list and schedule of things to do together?
- . 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.*