

Elements of Effective Practice for Mentoring, 3rd Edition

Making the Match— Benchmarks & Enhancements

December 13, 2010

The Mentoring Partnership of SWPA

Presenter:

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Agenda

- **Welcome**
- **Background and Overview**
- **Matching Benchmarks**
 - Suggested match criteria
 - Documenting the initial match meeting
 - Enhancements
- **Best Practices**
- **Research**
- **Question and Answer Session**
- **Resources**

Elements of Effective Practice for Mentoring, 3rd Edition

- 6 evidence-based standards for program operations
- Each standard offers research-based benchmarks for daily program operations
- Based on feedback from experienced mentoring practitioners—this edition includes recommended enhancements that programs can incorporate

Elements of Effective Practice for Mentoring, 3rd Edition

1. **Recruitment**
2. **Screening**
3. **Training**
4. **Matching**
5. **Monitoring & Support**
6. **Closure**

Standard 4: Matching

- **Standard:** Match mentors and mentees along dimensions likely to increase the odds that mentoring relationships will endure.
- **Benchmarks:**
 - Program considers its aims, as well as the characteristics of the mentor and mentee (e.g. interests, proximity, availability, age, gender, race, ethnicity, personality and expressed preferences of mentor and mentee) when making matches.
 - Program arranges and documents an initial meeting between the mentor and mentee.

Standard 4: Matching

- **Standard:** Match mentors and mentees along dimensions likely to increase the odds that mentoring relationships will endure.
- **Enhancements:**
 - Program staff member should be on site and/or present during the initial meeting of the mentor and mentee.

Matching Strategy & Monitoring Matches

- Matching Strategy
 - Matching Criteria and Recommendations
 - Tips and Considerations for the matching process
- Monitoring Matches
 - Ongoing support
 - Stages of a mentoring relationship
 - Monitoring Plan – Check-in

Matching Strategy

The program has a well-documented matching strategy

- Consistent with program's purpose
- Requires that mentor and mentee meet regularly
- Criteria for matches
- Signed statements regarding the conditions of the relationship
- Group mentoring - matches one trained mentor with no more than four youth

Possible Matching Criteria

- Gender
- Age
- Similar background
 - Racial, ethnic, cultural, or language
- Compatibility of available meeting times
- Shared interests and preferences
- Youth needs
- Life experience
- Temperament
- Language requirements
- Disabilities

Matching Recommendations

Mentor:

- Preferences
- Location
- Skill level
- Interests and hobbies
- Overall personality

Mentee:

- Parent/Guardian preferences
- Location
- Needs of the mentee
- Interests and hobbies
- Overall personality

Matching Recommendations: Match Determination

- Similarities
- Compatible values and attitudes
- Mutual interests
- Geographic proximity

Making the Match

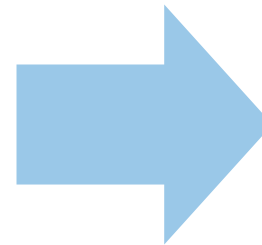
- Involve everyone
 - Youth, family, mentor all involved
- Select volunteers with the right attitude
 - Mentor attitude is key ingredient for success
- Assess personalities
 - Will this mentor be able to connect with this youth person?

First Match Meeting

- Structured first meeting between the mentor and mentee
 - Program staff facilitates meeting
 - Reduce anxiety and help matches begin their relationship in a positive way
- Program staff can use this as an opportunity to review policies and address issues
 - Clear goals and activities
 - Next steps for the match
 - Future meeting times
 - Signed statements of understanding

Match Monitoring

- Monitoring of matches and consistent contact
- Ongoing training for mentors



**More positive
youth
outcomes**

Match Monitoring Process

- The program maintains a process that monitors and supports mentoring matches. This process includes:
 - Consistent communication
 - Maintain confidential file
 - Input from all involved
 - Issue management
 - Providing appropriate forms

Importance of Match Monitoring

- Supports relationship development
- Risk management
 - Assess whether there may be serious behavioral issues
 - Early identification and resolution of potential difficulties in the relationship
 - Prevent premature relationship ending

Research

- Programs with regular support - matches meet regularly and are more satisfied
- Programs that do not provide regular support have the greatest percentage of failed matches
- Provides the practical and moral support that mentors need to keep meeting with their mentees and to get through the rough spots

Stages of a Mentoring Relationship

**Stage 1: Developing Rapport
and Building Trust**



**Stage 2: The Middle –
Reaching Goals**



**Stage 3:
Closure**

Closure: Staying in Touch

- Programs should have policies in place dealing with matches staying in touch
 - Mentor and Mentee *mutually* interested in staying in touch
 - School-based programs: Acceptable forms of communication for staying in touch over summer months?

Monitoring Plan

- Schedule for checking in
- Set of questions that provide insight into the status and progress of the relationship
- Opportunity for mentors and mentees to ask questions, raise concerns, and provide feedback

Match Monitoring: Checking In

- To make sure the mentor and mentee are meeting regularly
- To determine the quality of the relationship
- To address any problems or concerns that may arise
- To manage mentor and mentee expectations

Frequency – How often to check-in?

1. Contact the mentor within the first two weeks of the match
2. Over the first few months, continue to check in every two weeks
3. For at least a year, continue to check in monthly

Match Support Outline

- Activities
- Child Safety
- Concerns
- Relationship Development
- Youth Outcomes/Development
- Other Comments
- Next Contact/Follow-up

Justification for Matching Standards

Match Similarities

- Matching mentors and mentees based on similarities such as age, gender, race, and ethnicity as well as **mutual interests** is frequently recommended.
- A mentor with a healthy and caring attitude can be matched successfully with almost any mentee. (best practice)

Justification for Matching Standards

Using race as match criteria:

- Research comparing cross-race and same-race **matches** has found little to no differences in relationship quality or in positive outcomes
- Matching based on qualities such as the mentor's personal skills and common interests with the youth should take precedence over matching based on race (research is inconclusive)

Initial Match Meeting

- Once matched, mentoring best practices suggest that the mentor's and mentee's should have a **formal, initial meeting** documented by the mentoring program.

Research used for Matching Benchmark

- Morrow, K. V., & Styles, M. B. (1995). *Building relationships with youth in program settings: A study of Big Brothers Big Sisters*. Philadelphia, PA: Public/Private Ventures.
- Rhodes, J. E., Reddy, R., Grossman, J. B., & Lee, J. M. (2002). Volunteer mentoring relationships with minority youth: An analysis of same versus cross-race matches. *Journal of Applied Social Psychology, 32*, 2114-2133.
- Jucovy, L. (2002). *Same-race and cross-race matching*. Philadelphia, PA: Public/Private Ventures.

Research used for Matching Benchmark

- Spencer, R. (2006). Understanding the mentoring process between adolescents and adults. *Youth and Society*, 37, 287-315.
- Miller, A. (2007). Best practices for formal youth mentoring. In T. D. Allen & L. T. Eby (Eds.), *The Blackwell handbook of mentoring: A multiple perspectives approach* (pp. 307-324). Malden, MA: Blackwell Publishing.

Matching Resources

MENTOR Products and Resources

- MENTOR's EEP Toolkit (2005)

http://www.mentoring.org/program_resources/elements_and_toolkits

- RIA #9: *Youth Mentoring: Do Race and Ethnicity Really Matter?*

- Mentoring Partnerships

http://www.mentoring.org/about_mentor/mentoring_partnerships

Matching Resources

- *Creating and Sustaining a Winning Match*, Dustianne North and Jerry Sherk, Mentoring Plus Workshop Series, Series 2. The EMT Group.

NMC Resources:

<http://educationnorthwest.org/taxonomy/term/164>

- Module 3: Making and Supporting the Match, Strengthening Mentoring Programs Curriculum, National Mentoring Center
- *Mentoring Forums* hosted by the [National Mentoring Center](#) at Education Northwest, a training and technical assistance provider working with school- and community-based mentoring programs across the country.

Wrap-Up

- Question & Answer Session
- Upcoming Webinars and Web site
 - December 15, 2010 from 1:00- 2:30 pm, EST
Ongoing Support and Supervision
- Mentor Michigan
 - www.mentormichigan.org