THE PEGASUS PROGRAM HANDBOOK

taking students under our wing

Mentoring is a powerful tool in development. It is not a new concept and has always been a part of professional development. It has been an effective vehicle for developing talented technicians, leaders, and managers.

This handbook provides information on the mentoring process we will use in the Pegasus Program. It describes the roles and re-sponsibilities so you will know what is expected in a Pegasus/ Student relationship.

Note to Students. You are responsible for your personal and pro-fessional development. A Pegasus will provide you valuable ad-vice and help you reflect on and learn from their experiences, but it is up to you to take initiative, demonstrate personal ca-pabilities, and seize opportunities.

Note to Pegasus Depending on your approach, mentoring may be a very easy, rewarding, and natural process or a very sophisticated one. In fact, you've probably mentored someone else in a differ-ent form. (whether or not you called yourself a "Mentor"). The following material is not intended to complicate your view of the Pegasus role, but rather to clarify it and increase your under-standing and effectiveness of that role.

Pegasus Process. Four steps are:

    1. Evaluate Status and Identify Needs. Review all the in-formation in the assigned Students file (in the database) and start by conducting a thorough interview. Identify perceived strengths, weaknesses, future plans, short and long range goals, etc. This information will assist both Pegasus and Students in determining developmental needs.

2. <u>Establish Goals, Guidelines, and a Plan</u>. Work together to develop a concise list detailing final goals that are mutually agreed upon; short, medium, and long range goals that are realistic and challenging.

3. <u>Periodically Evaluate, Revise, Update, and Rebuild</u>. The amount of time a Pegasus and student choose to invest in the relationship will vary and is based on the needs, expectations, and desires of both parties.

4. <u>Terminating the Pegasus / Student Relationship</u>. Good relationships may end when the Student has outgrown the need for the Pegasus' guidance and direction. Other mentoring relationships end because they fail to become productive or the parties are uncomfortable. Pegasus and Students are free to end mentoring relationships that are not meeting expectations. The Pegasus Coordinator should assist the student in finding another suitable Pegasus as soon as possible.

<u>Cultivating Mentoring Relationships</u>. The five essential elements of a successful mentoring relationship are:

a. <u>Mutual Respect</u>.

b. <u>Trust</u>.

c. <u>Partnership Building</u>.

d. <u>Realistic Expectations and Self-Perceptions</u>.

e. <u>Time</u>.

Recommended talking points

1. What are your expectations from a Pegasus?

_____

2. How much experience do you have?

_____

3. What are your short-term goals?

_____

4. What are your medium range goals?

_____

5. What are your long-term goals?

_____

6. What are your hobbies and interests?

_____

7. Have you seen the Webinar scheduled for _____? Are you
planning on signing up?

8. Are you practicing picture taking? How about you send me a
set of pictures of your next trim, just for practice?

_____

9. When is your next mentorship?

_____

10.   What can I do to help you?

_____