

IMA Conference, March 4-6, 2009  
Las Vegas, Nevada  
Presenter: George Jones

- I. Title: The challenge of selecting effective mentors
- II. Content: The objective of the presentation is to provide participants with a tool that can be used as a part of a formalized selection process that can lead to a better mentor and mentee match and success.
- III. Theoretical framework: One of the great frustrations of teaching is that you are always robbing Peter to pay Paul. You design something to reach one group of students, knowing that in so doing you are going to turn off another group. Learners differ greatly in what they find interesting in any subject even if it is the same subject. The understanding of learning styles and how individual's respond to a teaching method is critical information in selecting mentors. Adding a tool to the selection process that can aid in identifying the learning style can significantly improve the selection outcome.
- IV. Critical Issues: It is safe to say that each individual is different. We can't safely assume that other people's mind work on the same principles as ours. Others we come into contact with do not reason as we reason or value the same thing we value. The personality type theory developed by Jung allows us to account for much of the differences that exist among individuals. The value of this theory is that it enables us to expect specific personality differences in particular people. The basic type differences appear as different interests. The idea is that individuals have a natural tendency to develop in a particular direction. Being armed with this information, we can match individual with similar interests.
- V. Importance of the information: The information on type becomes critical if one wants to maximize the energy of both the mentor and mentee. The existence of distinct ways of perceiving can allow us to bring together individuals who have a preferred way of viewing their world.
- VI. Implications of the information: Being able to identify and match similar types becomes a valuable part of any mentoring program. The core of any mentoring program is the relationship. Being able to quickly match two individuals on some core interest is critical in developing strong relationships. The implication of this proposal is that there is a powerful tool in the type theory. This tool can be utilized to quickly identify how individuals perceive their environment and they can be matched with others who have a similar vision and preferences. This information is critical in developing mentoring programs that are effective, emotionally satisfying, and provides performance excellence.

- VII. Outline of content to be presented.
  - A. Introduction
  - B. Problems and issues with mentoring
  - C. School or Institutional procedures
  - D. Introduction to the world of types (MBTI)
  - E. Assignments and program suggestions.
  
- VIII. Session Process: 2 (two ) hour
  - 1.5 hour presentation
  - .5 hour reflection

Description: The Types model was part of a pilot program developed for first generation nursing students at a major university. The program was designed to help young 1<sup>st</sup> year and 1<sup>st</sup> generation nursing students adjust to the rigors of a demanding nursing program. It was designed to match new nursing students with a group of senior nursing students who could help them with their adjustments and transitions. The mentors are in a unique position to influence and change a possible negative cycle for their mentees. The MBTI is used as a critical part of the assessment and assignment of mentors and mentees.