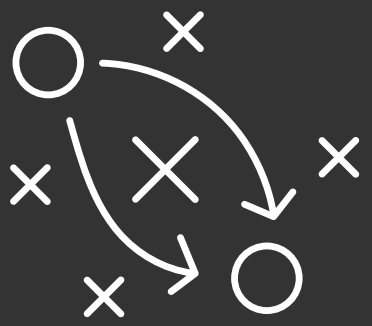
BEYOND THE PLAYBOOK | MENTOR TRAINING TOOL

Three Plays for Every Meeting

Building confident counselors, not dependent ones

Breanna Herd, Program Director · 12 weeks · 4 virtual 1:1 meetings



1 Play 1

Bungay Stanier, 2016

Ask before you advise

Learn what they need before sharing what you know.

- One question at a time
- Ask "And what else?" before advice
- Let the pause sit

TRY SAYING

"What's on your mind?"
"What's the real challenge here for you?"

In our program: Early-graduation question? Find out if it's credits, timing or family before you answer.

2 Play 2

Chopra et al., 2018, Geesa et al., 2018

Know which hat to wear

Match your help to the moment. Know where your role ends.

Mentor Talk through the big picture	**Coach** Practice one skill
Sponsor Open a door	**Connector** Find the right person

TRY SAYING

"Talk it through, practice it, or find who to ask?"

In our program: Eligibility calls belong to the NCAA and the college. Coach first, then connect.

3 Play 3

Fain & Zachary, 2020

Ask how it's going, then use it

Feedback goes both ways,so ask for it and act on it.

- End every meeting with a question
- Check in anonymously at Week 6
- Tell them what you changed

TRY SAYING

"What helped today? What should we change?"

In our program: Use the Week 6 check to adjust before Meetings 3 and 4.

Your Pocket Card

CUT & KEEP

Success is a counselor who knows what to do next.

Open	During	Close
"What's on your mind? And what else?"	Which hat does this moment need?	"What helped? What should we change?"

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