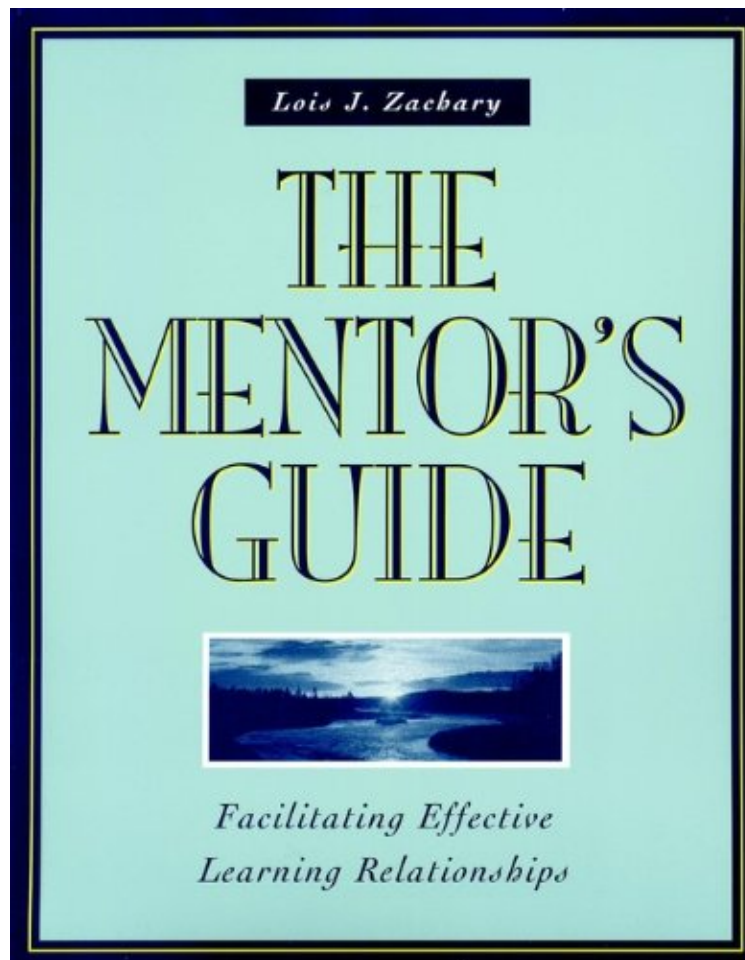


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## The Mentor's Guide: Facilitating Effective Learning Relationships (Jossey-Bass Higher and Adult Education)

*Lois J. Zachary*

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**Lois J. Zachary : The Mentor's Guide: Facilitating Effective Learning Relationships (Jossey-Bass Higher and Adult Education)** before purchasing it in order to gauge whether or not it would be worth my time, and all praised The Mentor's Guide: Facilitating Effective Learning Relationships (Jossey-Bass Higher and Adult Education):

3 of 3 people found the following review helpful. A 21st Century Approach to MentoringBy Daniel ImLois Zachary does not only set out the basic principles and best practices of mentoring in The Mentor's Guide, she actually goes a step further and helps readers discover their own personal mentoring style and preferences. Through many exercises, she guides the reader through introspection and action. Thus, she not only conceptually ties mentoring to adult education, but she actually writes in a manner according to the principles of adult education. Consequently, she challenges the prevailing myths of mentoring, and proposes a model of mentoring where both mentor and mentee are fully engaged and learning from one another. Her proposed model is one that is based on critical reflection and

application, rather than knowledge transfer and acquisition (Location 300). Mentoring is not just for the mentee, but it is a mutually beneficial relationship where both mentor and mentee will grow in knowledge, skills, and self-awareness. For this type of mentoring to take place, both mentor and mentee need to be active participants in keeping one another accountable, even though the ownership of the learning needs and content have to be self-directed by the mentee. Ultimately, the focus is on the learner, the learning process, and the learning, rather than the mentor, organization, or any sort of goals (Loc 370). Mentoring is a process where the mentor teaches the mentee that "everything that happens to you is your teacher. The secret is to learn to sit at the feet of your own life and be taught by it" (Location 767). 0 of 0 people found the following review helpful. A good guide By Arizona Chuck Don't start your mentoring program from scratch and don't pay a lot of money for consultants unless you are starting a corporate wide mentoring program. If that is what you are doing you NEED a consultant not an employee who "takes it on". If you just want to learn how to be better mentor or protegee this book is the ticket. 0 of 0 people found the following review helpful. Horrible Kindle Version By snguyen88 I bought the Kindle version of this book and it is horrible. The pages are numbered randomly and in the hundreds and thousands. The beginning of the book starts as numbered 1, 2, 17, 38...then chapter 1 begins on page 422. Halfway through chapter 2, chapter 1 is repeated. I don't understand how this happened. I need this book for my online class and the kindle version is so useless.

Thoughtful and rich with advice, *The Mentor's Guide* explores the critical process of mentoring and presents practical tools for facilitating the experience from beginning to end. Now managers, teachers, and leaders from any career, professional, or educational setting can successfully navigate the learning journey by using the hands-on worksheets and exercises in this unique resource. Readers will learn how to: Assess their readiness to become a mentor Establish the relationship Set appropriate goals Monitor progress and achievement Avoid common pitfalls Bring the relationship to a natural conclusion "The greatest gift one can give, other than love, is to help another learn! Every leader who cares about nurturing talent and facilitating excellence will find this book a joy to read and a jewel to share." --Chip R. Bell, author of *Managers as Mentors*

"The greatest gift one can give, other than love, is to help another learn! *The Mentor's Guide* has made that gift-giving compelling, comfortable, and competent. Every leader who cares about nurturing talent and facilitating excellence will find this book a joy to read and a jewel to share." (Chip R. Bell, author of *Managers as Mentors*) "Life is an adventure and *The Mentor's Guide* generates excitement and energy for the journey. Full of pragmatic, comprehensive ideas for those whose passion is developing leaders, it is guaranteed to be all you will need to cultivate a fruitful and fun mentoring journey. The adventure begins and ends within these pages!" (Carole A. Wolin, President, National Institute for Leadership Development) "Zachary has written a comprehensive and accessible review of the complex and sometimes contradictory process of mentoring. She conceptualizes mentoring as a relationship of adult learning and complements this analysis with numerous illustrations, exercises, and suggestions for good practice. Written in a conversational yet critical way, and full of recognizable vignettes, *The Mentor's Guide* is a wonderfully helpful compendium of ideas and resources that can be read profitably by novice and experienced mentors alike." (Stephen Brookfield, distinguished professor, University of St. Thomas, Minneapolis) "Zachary shares stories, strategies, tips, and tools that demystify the most elemental form of informal learning and provides resources for taking the mentoring relationship to a deeper level of fulfillment." (Victoria J. Marsick, Teachers College, Columbia University) "This guide goes beyond simply establishing a framework for a successful mentoring experience and providing some helpful 'how tos.' It is a compendium of virtually everything we know on making a mentoring relationship or program successful." (F. Richard Lennon, vice president and chief information officer, Nordstrom, Inc.) "Practical, useful, and insightful! Here is a guide to developing talent within your organization through mentoring and coaching. An added bonus lies in the personal insight that mentors gain about themselves during the learning relationship." (Gary Loudamy, director of human resources and business improvement, Ethicon, Inc.) From the Publisher Readers will learn how to: Assess their readiness to become a mentor Establish the relationship Set appropriate goals Monitor progress and achievement Avoid common pitfalls Bring the relationship to a natural conclusion From the Inside Flap "The greatest gift one can give, other than love, is to help another learn! *The Mentor's Guide* has made that gift-giving compelling, comfortable, and competent. Every leader who cares about nurturing talent and facilitating excellence will find this book a joy to read and a jewel to share."