

# Research Recovery & Reskill

## WEBINAR SERIES



UNIVERSITY OF CENTRAL FLORIDA

Rosen College of  
Hospitality Management

**Webinar #8:**

**Mentoring: Enhancing Yourself and Your Career**



UCF



## **Mentoring: Enhancing Yourself and Your Career**

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# Mentoring: Enhancing Yourself and Your Career

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# Agenda

- Value of mentoring
- Literature review highlights
- SWOT analysis
- Identifying a mentor
- Multigenerational and cross-cultural mentoring
- Mentoring communities and professional organizations
- Rosen College Alumni Mentoring Program
- Mentoring during COVID-19
- Further reading
- Questions

# Value of Mentoring

## MENTEE

- Learn from experts
- Networking
- Assist personal and professional growth
- Gain traits like confidence
- Facilitate career development
- Establish meaningful goals

## MENTOR

- Discover new perspectives
- Train the future and pass on knowledge
- More engaged at work
- Develop leadership skills
- Assist with career success
- Build character

# Literature Review Highlights

- Mentoring is a **distinct relationship**; it is not the same as supervisor, parent, or friend (Tyler, 2018). Mentoring is "one of the most complex, and developmentally important relationships a [person] can have in early adulthood" (Levinson, 1978). It has clear phases: initiation, cultivation, separation, redefinition (Kram, 1983).
- Mentoring improves **career development** experience (Eby & Robertson, 2020) and **career success** outcomes (Underhill, 2005). If mentoring is undertaken for the right purposes (career and personal development), it can really work (Ragins & Kram, 2007).
- Work engagement improves with **higher frequency** of mentoring meetings (Renn, Steinbauer, & Huning, 2019).

# Literature Review Highlights

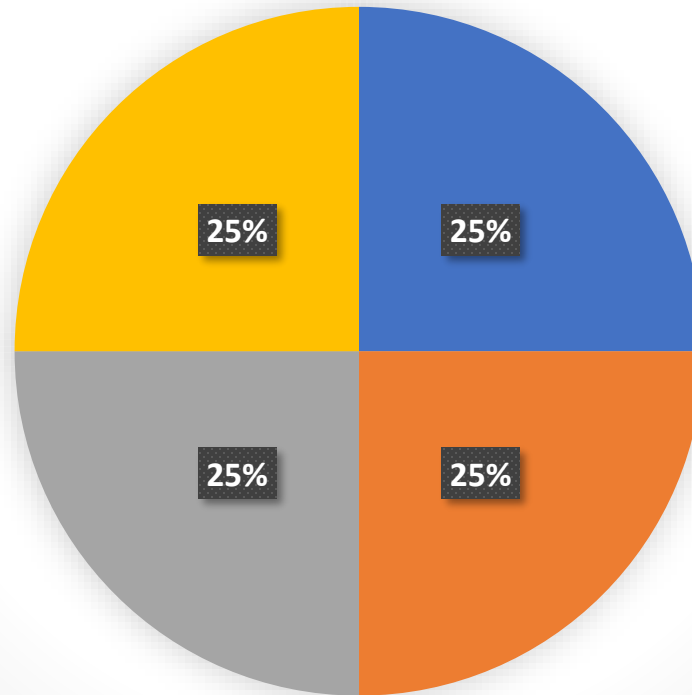
- **Informal mentoring** can be just as or more impactful as formal mentoring (Underhill, 2005; Chao, Walz, & Gardner, 1992).
- Mentoring can help women and people of color **overcome barriers** (Dashper, 2020; Ragins et al., 2017).
- **Mentors** also derive great benefit including productive use of skills, contribution to future generations, and "self-rejuvenation" from mentees' creativity and energy (Ragins & Scandura, 1999). They also have more career success (Allen, Lentz, & Day, 2006).

# SWOT Analysis

Mentor for development of skills and character

## SWOT

■ Strength ■ Weakness ■ Opportunities ■ Threats



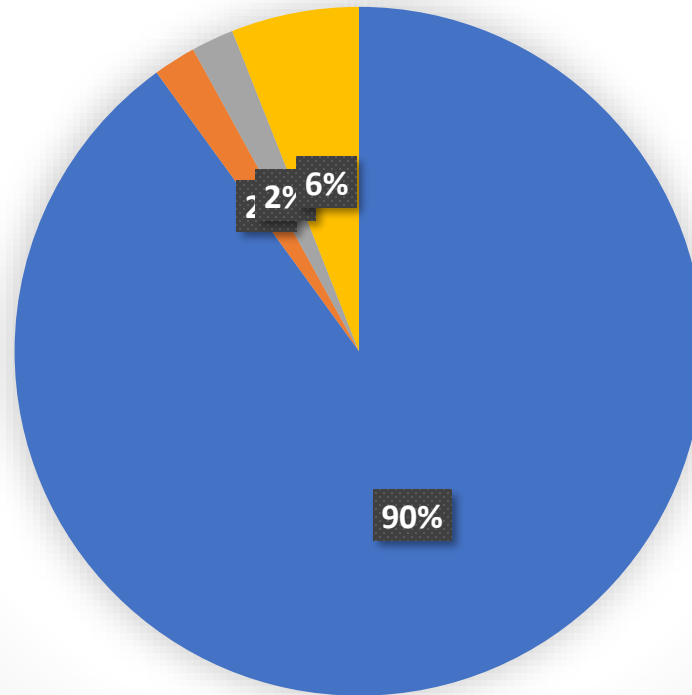


# STRENGTH MENTOR

## Fine tune your strengths

### SWOT

■ Strength ■ Weakness ■ Opportunities ■ Threats

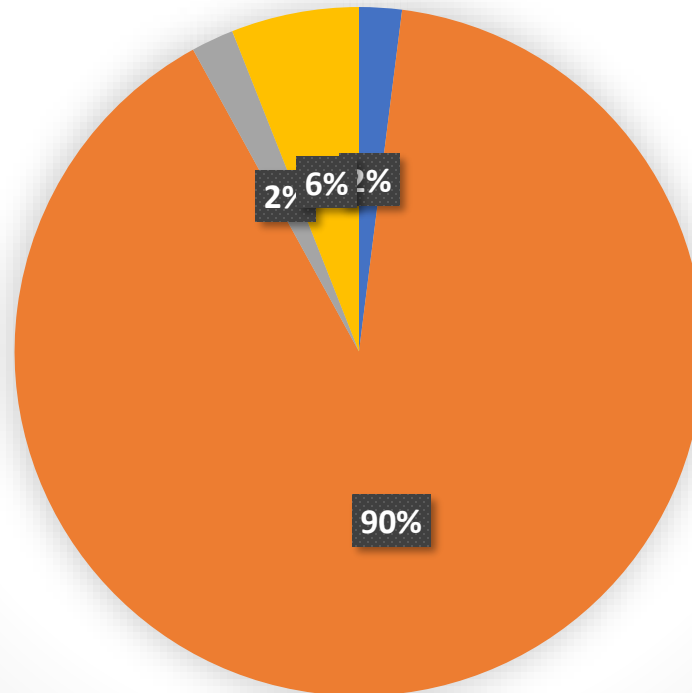


# WEAKNESS MENTOR

## Challenge your results

### SWOT

■ Strength ■ Weakness ■ Opportunities ■ Threats

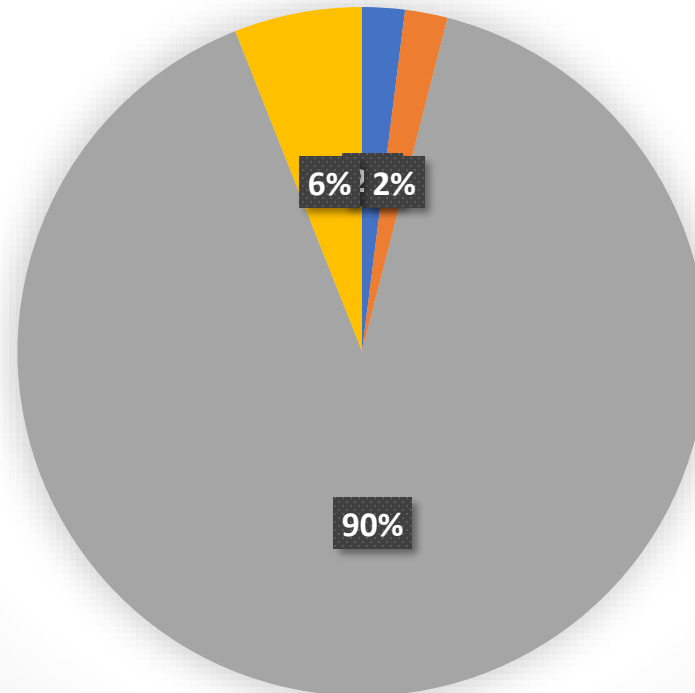


# OPPORTUNITIES MENTOR

Sets goals, creates timelines

## SWOT

■ Strength ■ Weakness ■ Opportunities ■ Threats

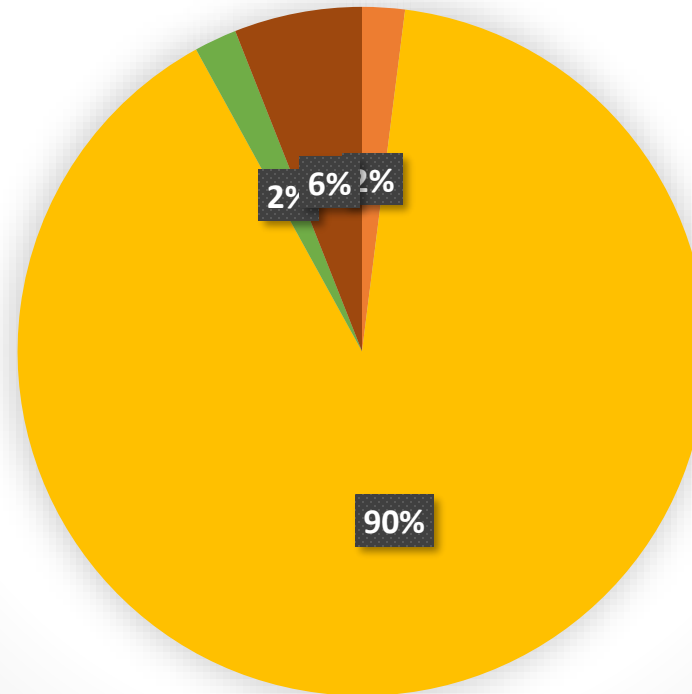


# THREATS MENTOR

Knowledgeable on YOUR career goals

## SWOT

Strength Weakness Opportunities Threats





# Identifying Mentor(s)

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- Identify someone you are comfortable with - it should feel organic
- Someone who is interested in You and your growth
- Flexible minds - available, open-minded, good listener
- Thought partner, quick check-in, frequent communication
- Clarity, training
- Build skills and character; constructive criticism
- Selfless, finding opportunities for you
- Mentor up and mentor down
- You don't have to be perfect!
- A Mentor or Mentee should enhance you or your career, if not it's OK to move on!



## Multigenerational and Cross-Cultural Mentoring: More than one mentor

- Identify someone who does not look like you or think like you
- Test your boundaries in listening
- Mentor someone different than you
- Mentor someone younger/older than you
- Broaden your perspective



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## Mentoring Communities and Professional Organizations

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Challenging

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Available

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*Applicable (for your current time,  
or your aspirations)*

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How does this enhance my life or  
career?

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Set timelines and goals

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# Rosen College Alumni Mentoring

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- On average each year Rosen College has 65 pairs of mentor/mentees
- The mentors are former students
- The mentees are current students
- The goal for this year is 100 pairs!
- Please contact [Susan.Boucher@ucf.edu](mailto:Susan.Boucher@ucf.edu) for more details, and to join our mentoring family.



# Mentoring during COVID-19

- Great opportunity to find a mentor, especially if reskilling
- Good time to be a mentor, especially if in transition
- Informal mentoring could be more effective during crisis
- Be flexible with hours and tasks
- Use video conferencing to communicate

*The Grass is GREEN where you water it - spend time cultivating your life!*



# Further Reading

## Books

Martin Seligman, **Flourish: A New Understanding of Happiness and Well-Being - and how to Achieve Them**

Ed Diener, **Happiness: Unlocking the Mysteries of Psychological Wealth**

Ryan Niemiec & Robert McGrath, **Power of Character Strengths: Activate and Ignite Your Positive Personality (an official guide on Character Strengths)**

Daniel Lerner & Alan Schlechter, **U Thrive: How to Succeed in College (and Life)**

Lydia Fenet, **The Most Powerful Woman in the Room is You**

Adam Grant, **Originals: How Non-Conformists Move the World**

Sidney Poitier, **The Measure of a Man**

Susan Cain, **Quiet: The Power of Introverts in a World that Can't Stop Talking**

Carol Dweck, **Mindset: The New Psychology of Success**

## Podcasts

**The Learning Leader**, hosted by Ryan Hawk

**The Happiness Lab**, hosted by Dr. Laurie Santos of Yale University

**No Ego**, hosted by thought leader Cy Wakeman







# Questions?

## Follow us on LinkedIn!

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**Research  
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# Thank You!



Additional Reskill resources:

## **Degree programs**

<https://hospitality.ucf.edu/degree-programs/>

## **Graduate certificates:**

[Hospitality and Tourism Technologies Graduate Certificate](#)

[Destination Marketing & Management Graduate Certificate](#)

[Event Management Graduate Certificate](#)