January is National Mentoring Month and an opportunity to recognize the influence that mentors have in the lives of all girls. Trusting, mentoring relationships are essential to help girls realize their potential, inspire them to pursue their passion, and show them opportunities that they may have not otherwise discovered.

At Girls Inc., group mentoring offers girls a familiar, comfortable setting where they can interact with peers while receiving guidance and support from adult leaders.

**EFFECTIVE MENTORS:**
- Give their mentees support, encouragement, and freely share knowledge
- Can be trusted, relied upon, and are consistent
- Listen more and judge less
- Are sensitive to youth's preferences for activities and discussion
- Offer to help youth be whoever she/he wants to be
- Are sensitive to culture and socio-economic backgrounds of everyone in the group
- Are open to 1-on-1 conversations when needed
- Ensure all youth get equal time to contribute to discussions and activities
- Allow youth to have input in goal-setting and decision-making
- Are committed to the group and the time needed to facilitate group sessions
- Take a developmental rather than a prescriptive approach – providing support and building the relationship around youth goals vs. attempting to "fix" problems
- Manage group dynamics with vocal and introverted group members
- Focus on what is happening with the group as much as on the program’s activities
- Provide access to places and things outside the mentee’s environment
- Are typically wiser due to life experience or professional experience and not necessarily by age
RESOURCES:
For additional information on effective and meaningful mentoring, visit:

www.mentoring.org
MENTOR is the leader in providing mentoring for young people. Its goal is to help children by providing a public voice, developing and delivering resources to mentoring programs nationwide, and promoting quality for mentoring through standards, cutting-edge research, and state of the art tools.

www.advancementing.edc.org
The Center for Advanced Mentoring was set up to provide training and technical assistance to the national and local mentoring program grantees of the Office of Juvenile Justice and Delinquency Prevention (OJJDP) of the U.S. Department of Justice. It contains a wealth of information and online training for mentors.

www.findyouthinfo.gov/resources/Mentoring
FindYouthInfo.gov was created by the Interagency Working Group on Youth Programs (IWGP), which is composed of representatives from 18 federal agencies that support programs and services focusing on youth. The IWGP promotes the goal of positive, healthy outcomes for youth.

www.iyi.org
The Indiana Youth Institute promotes the healthy development of Indiana children and youth by serving the people, institutions, and communities that impact their well-being.

www.umbmentoring.org
The Center for Evidence-Based Mentoring. The goal of the center is to advance both the production and uptake of evidence-based practice in the field of youth mentoring. They accomplish this goal through the production of research, the facilitation of collaborations, and the dissemination of evidence-based resources.
**SUGGESTED ACTIVITIES:**
Age appropriate sample activities for mentors and mentees

<table>
<thead>
<tr>
<th>Middle Childhood (ages 7 to 10)</th>
<th>Early Adolescence (ages 11 to 13)</th>
<th>Adolescence (ages 14 to 18)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Go swimming</td>
<td>Cook or bake together</td>
<td>Go for a walk</td>
</tr>
<tr>
<td>Play a board game</td>
<td>Join or start a book club</td>
<td>Volunteer in a shelter</td>
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<tr>
<td>Do an art or craft activity</td>
<td>Go for a walk in the woods or go hiking</td>
<td>Run a road race</td>
</tr>
<tr>
<td>Go ice skating</td>
<td>Make something from clay</td>
<td>Play pool</td>
</tr>
<tr>
<td>Have a scavenger hunt at a library or museum</td>
<td>Attend an arts or cultural event</td>
<td>Write letters to troops overseas</td>
</tr>
<tr>
<td>Watch a sport being played together live</td>
<td>Play cards</td>
<td>Practice being interviewed for a job</td>
</tr>
<tr>
<td>Set mentoring goals together</td>
<td>Go to a dance performance</td>
<td>Go to a concert</td>
</tr>
<tr>
<td></td>
<td>Set mentoring goals together</td>
<td>Do a week's grocery shopping together</td>
</tr>
</tbody>
</table>

**Middle Childhood (ages 7 to 10):**
- Go swimming
- Play a board game
- Do an art or craft activity
- Go ice skating
- Have a scavenger hunt at a library or museum
- Watch a sport being played together live
- Set mentoring goals together

**Early Adolescence (ages 11 to 13):**
- Cook or bake together
- Join or start a book club
- Go for a walk in the woods or go hiking
- Make something from clay
- Play cards
- Go to a dance performance
- Set mentoring goals together

**Adolescence (ages 14 to 18):**
- Go for a walk
- Volunteer in a shelter
- Run a road race
- Play pool
- Write letters to troops overseas
- Practice being interviewed for a job
- Go to a concert
- Do a week’s grocery shopping together
- Set mentoring goals together

**SOURCE:**
TCAM: The Center for the Advancement of Mentoring
The Foundation of Youth Development Internet site: http://extension.missouri.edu/fnep/lg782.pdf