

March 13, 2004:

- Review Core values
 - Pass out binders
 - Talk about agenda for the day
 - Word association game**
 - Discussion about word association activity
 - Discussion about culture. What does that word mean to you in the context of disability? What is disability culture? Define it together. Share Steve Brown's definition of culture
 - Kidney Bean/Blindfold activity**
 - Ask "what is the difference between disability culture and other cultures?"
 - Talk about the fact that we don't always have opportunities to support, encourage and basically just be there for one another (we don't grow up together in the same communities, etc.)
 - Who were we raised by/around for the most part? Non-disabled family, sibs around friends outside influences (push for "normalcy) Jerry Lewis thing) discuss familial influences and how they vary
 - Talk about our need to spread the word that everyone has power within them and we need to embrace our history and our culture and get rid of this baggage we may be carrying around. Explain as mentors that will partly be their role if their mentorees have low self-esteem.
 - What are some things that are going to make it difficult for us to "spread the word" about peoples power?
 - What kind of power are we talking about?
 - Percentage game**
 - Percentage game discussion
 - Break
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Building Trust Session:

- What does it take for YOU to trust another person? Do you trust someone right away, or do they have to EARN your trust? A lot depends on how we were raised and our personal experiences with people violating our trust. So it can be hard for you to understand WHY others have a difficult time giving their trust freely, but hopefully through these sessions you will begin to understand a little more about people, different life experiences, and how they can affect our outlook on life.
- Think about someone you trust. Why do you trust them?
- What are some reasons what a person might want a mentor?
- What does the length of your relationship tell you?
- Put your thoughts on keys and post them near a cardboard door, signifying opening the door to communication.**

Your needs may be no different from your peers needs, however, you don't know what they have experienced in their lives. They may have a more difficult time opening up or learning to trust, so BE PATIENT and TAKE IT SLOW.

Potential Barriers:

Now let's think about another potential barrier to building trust and a good relationship with your mentoree. Last week we talked about expectations and your role as a mentor but this week, I'd like to look at the possibility of character flaws that could prevent us from doing a less than perfect job.

We all have them. It's nothing to be ashamed of, so it's better to look at them now and talk about strategies to improve our behaviors than to avoid them altogether. So, let's be open and honest now and help each other out. Let's practice some role plays and see if we can determine where some barriers might lie in all of us. We will all take turns, partnering two at a time and the rest will observe and then we'll discuss what we saw after everyone was done. Remember our values!

Each team selects two scenarios from the basket then completes the role plays. They will alternate who is the mentor and who is the mentoree.
(Make notes about skills/barriers while doing this activity)

When everyone is done, talk about the fact that it is human nature to have some level of difficulty when helping someone else with their problems. There are three really common issues that people have a hard time with and sometimes you can have a harder time dealing with these issues than others. What do I mean by that? Well, if you are having a bad day, let's say you did bad on a test, or your not feeling well, or maybe you wanted to buy a car but now you decided you just can't afford it and your mind is wandering. Today is not a good day for you to be a GOOD LISTENER. Let's look at the three categories now that you see what I mean...

There are typically two categories of difficulty people mention regarding mentoring.

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- Practicing Simply LISTENING without jumping in and sharing your own similar story rubber ears
 - Talking, talking, talking because your mentoree is way quiet and never says a thing. Basically then it winds up being all about YOU – chattering teeth
 - Tries to “fix things” too much instead of just listening and being there. Information is good, when asked for it, but generally listening is the key. Wait to be asked for potential solutions. - Apron, hairnets, kitchen utensils, etc.

Have the youth decide what is the “issue” they need to work on. Assign them each an icon that fits their barrier. If they come up with something not on the list, think of something as a group to get for them the following week. Explain that they will need to have this symbol with them every week for our role plays to gently remind them of what they identified as their issue. This will make practice

sessions more fun and meaningful as they will learn to listen more closely (if wearing the ears) as we will quiz them of the content afterwards, or won't interrupt, if the chattering teeth are sitting on the table next to them, etc.

Pair up and practice roleplays.

1.5 hours

Role Plays

Mentor: Tempted to give advice

Mentor: tempted to talk about oneself and own experiences instead of listen

1. Mentoree: You are trying to decide whether or not to drop out of high school. You were never really very good at it because of your disability and it is very frustrating for you.
2. Mentoree: So you've decided you are going to do it with your girl/boyfriend that you've been together with for less than 1 week. You tell your mentor things like he/she is great but when your mentor asks you questions about him/her you don't know things like their last name, where their from, how old they are, etc. You apparently don't know a thing about this person.
3. Mentoree: All of your life, your mom has told you that you cannot do things for yourself and you will never be independent. Now you have trouble believing the things that your mentor is telling you about independent living.
4. Mentoree: You are unresponsive and won't talk or open up. You are having a problem at home dealing with you're your mom/dad and you don't know if you can really talk about it with your mentor. After all, he/she might go tell them everything you say.
5. Mentoree: You are having problems with some other students in your high school. Their attitude towards your disability makes you feel small and ashamed. Tell your mentor how you are feeling.
6. Mentoree: You use a wheelchair and your goal is to walk again. You have decided that your life's goal is to walk and until you can, everything else

is on hold. You won't go to school, get a job, nothing. Life is meaningless without walking.

7. Mentoree: You have epilepsy and you are tired of taking medication. You hate having to swallow those pills whole and the taste of them is horrible. Your seizures can be life threatening though. You tell your mentor your plan.
8. You are trying to go to college and your parents don't have the money. You don't know where to go for help or if there are any resources out there. You ask your mentor for assistance with this problem.
9. You tell your mentor that you have been rejected for CDT. You don't know what you are going to do because you can't use mainline. You also can't drive. Is there anyway he/she can help work with you on this?
10. Mentoree: Your dad is alcoholic but you have never told anyone this. Things are really rough at home. You want to move out in the worst way but you don't think you can afford it. Imagine you are stuck in a house with an alcoholic father, two younger sisters who you feel a responsibility for, you are 18 and are desperate to move out but you only have \$550 a month. This is barely enough for rent let alone food and utilities. You stress to your mentor how urgent it is that you leave your house, asking his/her assistance with figuring out how to get out, but you won't tell him/her why.
11. Mentoree: You are afraid to apply for a job that you really want because you don't think you are as good or as smart as the other people applying and you don't want to fail. You think you'll just skip the whole thing so you tell your mentor about it.
12. Mentoree: You went to the mall apply for this job but you couldn't fill out the job application by yourself. You are stressed out and you told your mentor about it afterwards.
13. Mentoree: Your mother decides that you need to go to a "faith healer" to be cured because she now believes if you truly prayed hard enough, God would cure you of your disability. You tell your mentor this.

14. Mentoree: You have a learning disability and your mom thinks that if you just studied harder and tried a little more you could get it together and "be like the other kids." Tell your mentor this.
15. Mentoree: Your parents baby you. You are 17 and you are treated like a 10 year old. You get whatever you want (you are pampered), but you have no responsibility, early curfews and childish restrictions. Your brothers and sisters are extremely annoyed by this special treatment and lately you are, too. You talk to your mentor about this and ask for advice.
16. Mentoree: Because of your disability, your guardian feel it is necessary to give the final "OK" on every decision you make even though you are now 19 years old. You feel "stuck" and all you want to do is be able to choose to go out with your friends on a Saturday night if you want to. You talk about your feelings with your mentor.