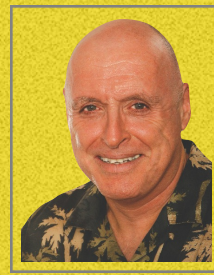


# THE EXTRA POINT

BY JERRY ROBERTS



## # 1579 Mentorship and Co-Mentorship

Occasionally, we drop a word or two about mentorship. This is generally an older and more experienced worker taking a younger worker under his/her wing and helping them grow. In a report I read, that form of mentoring is on the decline, and another one is gaining in popularity. I'm Jerry Roberts, and today we'll explore mentorship. That's coming next on The Extra Point.

I've always been a fan of mentoring. The idea that one worker can peel off a small chunk of their day to help another one grow in their skills is a positive, yet underused tool in most organizations.

In recent years, mentoring seems to have fallen out of favor. According to a 2023 study by the nonprofit group MENTOR, young people these days are less likely to report having had a mentor than a decade ago.

It doesn't make sense to me. You have an army of workers in their 40s, 50s, 60s, 70s — and I'm told even a few into their 80s — who are happy to share what they know if anyone would just ask.

Mentoring, when done well, shortens the learning curve for the student. You can get from Point A to Point B a lot faster than if you traveled the road to knowledge on your own.

While traditional mentoring is declining, there is a form that is gaining in popularity. It is termed "co-mentoring," where two individuals get together with the clear intent to help each other.

Further, it is being fueled by workers from Generation X and the Baby Boomers, plus Gen Z. It's an interesting dynamic, pairing the youngest workers in our society, and the generation that is hungry to build skills; with the generations who have a huge storehouse of experience they will gladly share.

The co-mentorship comes in with the Gen Z mentee turning mentor, and helping the older

worker with understanding technology better, or advising them how to better connect with their generation. One element of this is learning new words used by Gen Z, which are foreign to the ears of older workers.

In example, the term "zillennial" is one that you may not be familiar with. A zillennial is part of a microgeneration, bringing together people aged 26 to 31.

Researchers have looked at this sub-group and determined that members are concerned about authenticity, social consciousness, and have a love-hate relationship with technology and social media.

In addition, what Gen Z brings to the table is that they likely get their information from sources that may not be familiar to the older generations. Different sources, with perhaps different perspectives that could challenge existing beliefs and lead to greater and broader understanding.

This zillennial group may have their specific views on politics, but one thing they seem to agree on is that social media is used by those in power, and not always with intentions they approve of. In my view, that's a positive, as I agree with their assessment.

Combining these older and younger groups is thus an intergenerational connection, and also a co-generational hookup. Co-generational in the sense that they are collaborating and co-creating an outcome.

Polled about their results, more than 70% of those who worked with someone at least 25 years older or younger found the experience positive.

If you're in the Generation X and Boomer generations and you think this might be worth checking out, here's a point you'll be wise to lock away.

(Con't.)

Younger people usually have no problem learning from older people, but they have a preferred way to go about it.

They're not interested in an information dump, piling on a lot of data. They already have more of that than they can process. They want to understand how that information is relevant to their lives right now.

If mentoring is something you want to try, you might be excited about the prospects of all of your generations taking part. Millennials were not mentioned earlier, but I have no doubt they also would have excellent value to offer.

Co-mentoring. Would that help where you work?

That's the Extra Point. Be responsible and make something good happen today. For 93.3FM, the Ray Gibson Show, and First Hawaiian Bank, I'm Jerry Roberts.

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