

Mentoring SMART Women:

A Coordinated Mentoring Program to Promote Safety, Health, and Wellbeing

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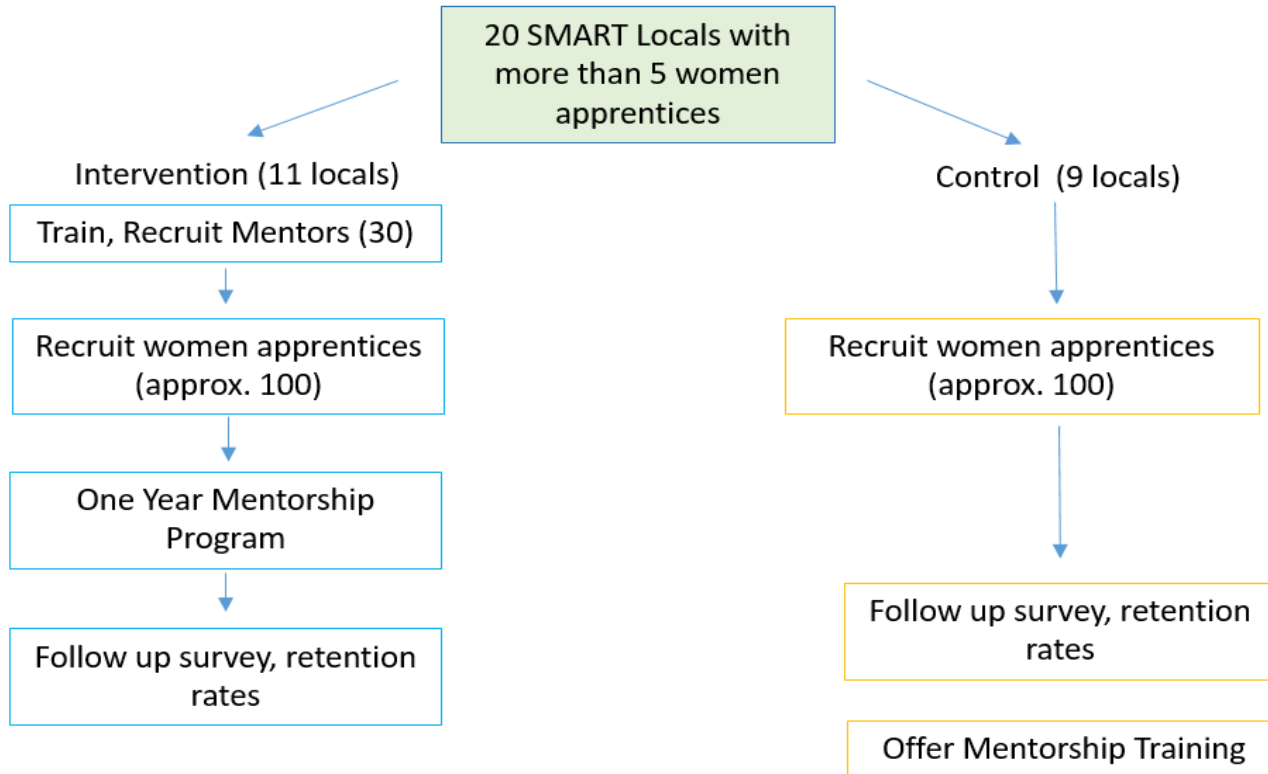
NIOSH Centers Meeting
July 27, 2022

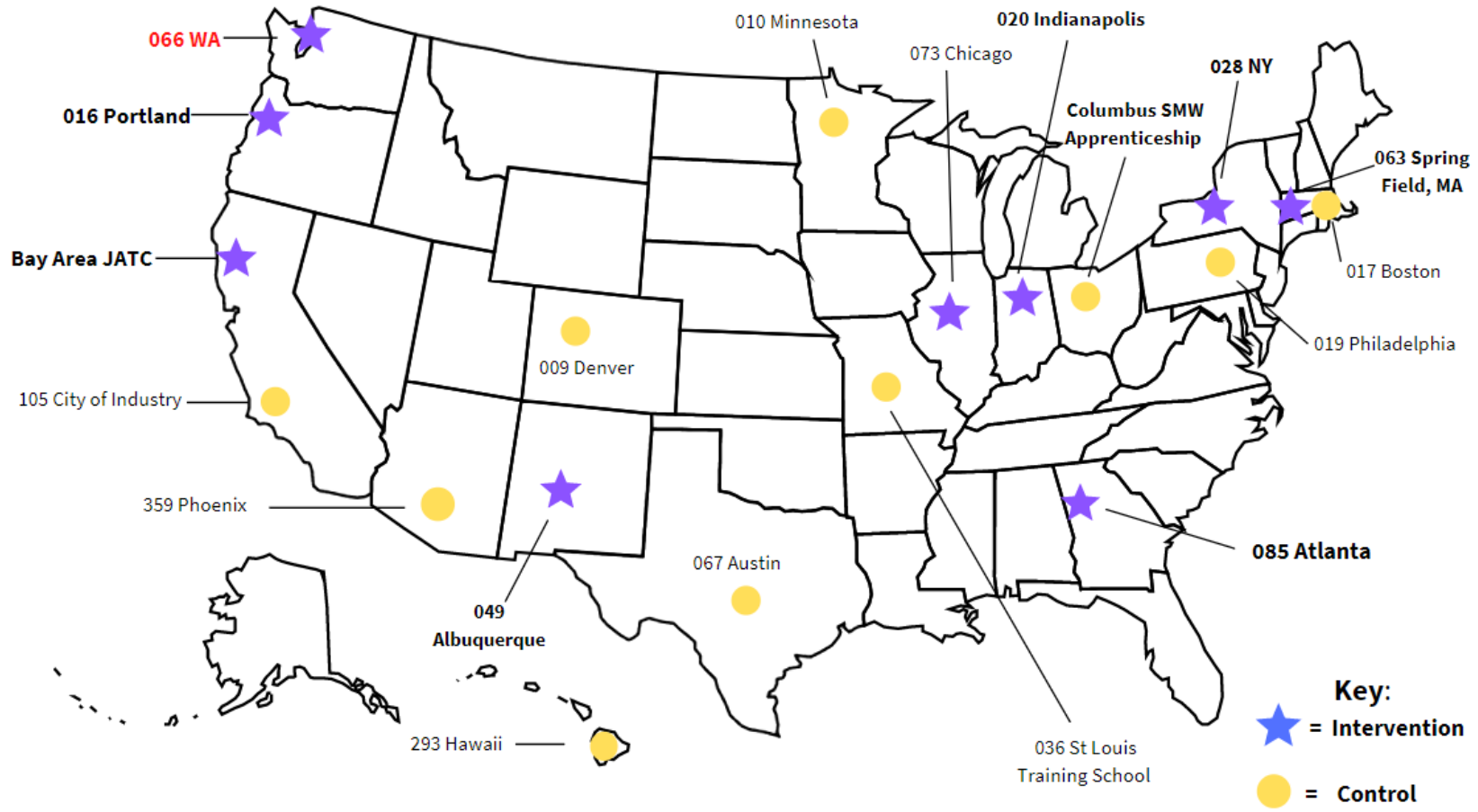
Today's Agenda

- > Study design and timeline
- > mentor training design, feedback, and evaluation
- > Directions for future research

Study Design

Randomized Control Trial with SMART

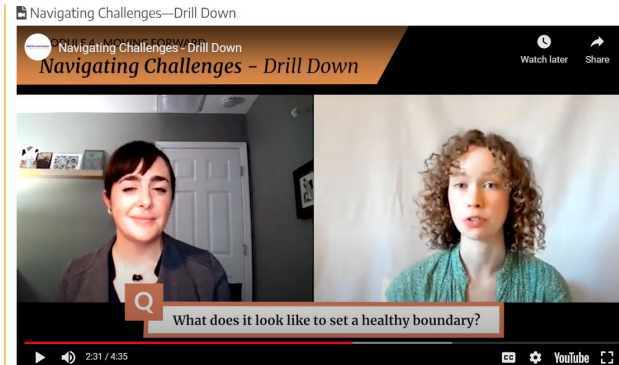




Multi-modal mentor training:

videos, audio examples, step by step text

- Introduction
- Val's Challenges
- Block 1: Communication Breakdown
- Strategy For Communication Breakdown
- Block 2: Burnout
- Strategy For Burnout: Self-Care
- When You Need More Support
- Checking In With Val
- Drilling Down**
- Review



Drilling Down: Self-Advocacy In Action

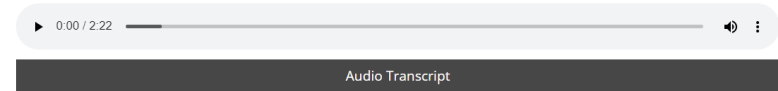
Kendra is anxious to learn that she will be paired with Kenny, a journeyman in her crew. She's heard that Kenny uses demeaning language around the women he's working with, and doesn't feel safe working with him. She gives Val a ring to discuss her concerns.



Let's listen in:

Media Activity: Audio Call

Use the controls below to play back an audio recording of a call between Val and Kendra. You can read a transcript of the call using the "Audio Transcript" button.



Mentor Training Feedback

[It would be helpful to learn more about] how to overcome the “I don’t need a mentor right now” issue.

-Mentor after Zoom 2

I really enjoyed the real-life example between Lisa and Rachel, gave me a lot of insight into how a real-life situation could evolve and how to use the tools I have available...

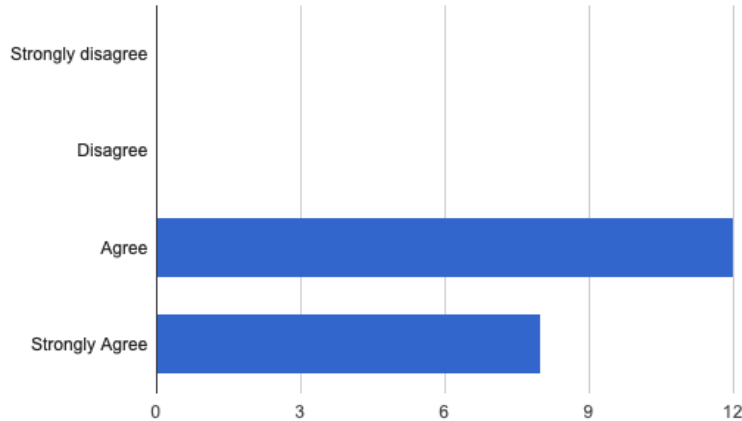
-Mentor after Zoom 1

This was my favorite session. Lisa’s heartfelt story hit home and made me want to share more.

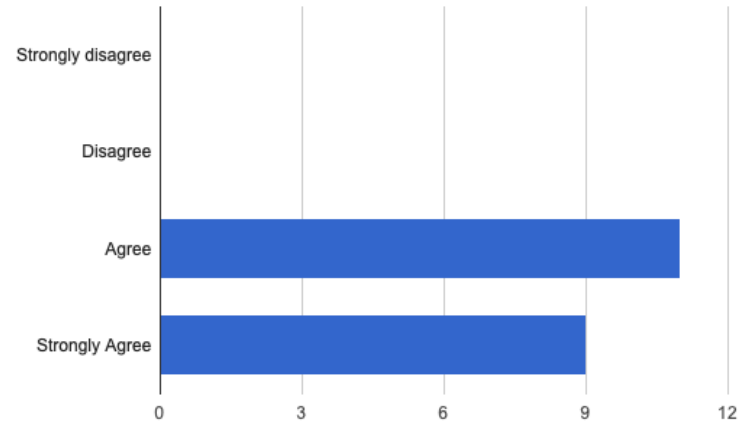
-Mentor after Zoom 3

Mentor Training Evaluation

After receiving this training, my overall confidence as a mentor has increased. (n=20)



This training series was effective in advancing my understanding of mentoring relationships. (n=20)



Directions for our future research

- > How can we improve the training based on what we have learned from mentors?
- > Dissemination and implementation of our mentorship training program across genders, trades
 - > Impact of existing programs/female representation on implementation, outcomes

Thank you!

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