WWOA Woodland Mentor Program

Mentor Relationships and Learning Styles
This presentation will walk you through some tips on becoming a good mentor, ways to present information, and how to build a relationship with the Aspen you are mentoring.

1) Becoming a Good Mentor
2) Landowner Types
3) Learning Styles
Becoming a Good Mentor

➢ **Listening Skills:**
  - Active listening
  - Neutral and nonjudgmental
  - Patient (periods of silence are not always filled)
  - Ask questions to clarify what you heard
Becoming a Good Mentor

➢ Take personal interest in mentor relationship
  - Try to get to know each other (use icebreaker questions)
  - What’s important to them? What do they already know?
  - Establish regular times to communicate

➢ Exhibit enthusiasm for program and WWOA
  - Make it fun – share your stories and experiences
  - Use your network of WWOA members
  - Assist in engaging other Natural Resource professionals
Becoming a Good Mentor

➢ Willing to share skills and knowledge **without bias**
  - Don’t force your own values/opinions
  - Share all the options for a woodland owner

➢ Demonstrate a **positive** attitude
  - Don’t focus on the negatives/hassles of woodland ownership
  - Encourage Aspens to find a plan that works for them
Becoming a Good Mentor

➢ Value ongoing **learning and growth** and encourage it
  - Offer resources you have used and refer to the WWOA website

➢ **Be Honest**
  - It’s okay not to know everything about woodland management
  - Be willing to search for answers you don’t know

➢ Ability to offer **feedback**
  - Let WWOA know how the program is going
Becoming a Good Mentor

➢ Help set SMART objectives:

- Specific
- Measurable
- Attainable
- Relevant
- Timebound

- Simple, clear, and specific
- Staying goal oriented will help the Aspen stay motivated
# Landowner Types

<table>
<thead>
<tr>
<th><strong>Woodland Retreat Owner</strong></th>
<th><strong>Working the Land</strong></th>
<th><strong>Supplemental Income</strong></th>
<th><strong>Uninvolved</strong></th>
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<td>Own woodland primarily for its beauty, and conservation and recreational value</td>
<td>Tend to be pragmatic; value aesthetic and recreational benefits of woodland but also see woods as a financial asset</td>
<td>Tend to own land primarily for timber income and investment</td>
<td>Tend not to care about woods; assign low importance to their financial, recreational, and aesthetic benefits</td>
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</table>
What type of Landowner are You?

 gev Woodland Retreat Owners:  
 • Challenge your belief that woods are best left alone

g • Working the Land:  
 • Affirm your outdoorsy lifestyle and traditional values

gev Supplemental Income:  
 • Mostly keyed into the forest industry (landowner associations, trade publications, and events)

gev Uninvolved:  
 • May be most receptive to incentives and programs that benefit both farms and woods
How to reach these Types

➢ Woodland Retreat Owners:

• Give specific, low-cost actions to achieve their objectives

• Challenge their belief that woods are best left alone
How to reach these Types

➢ Working the Land:

• Affirm their outdoorsy lifestyle and traditional values

• Give information, but don’t tell them what to do

• They actively seek information on land management (word-of-mouth, publications, direct mail)
How to reach these Types

➢ Supplemental Income:

• Emphasize ways to enhance financial gains or maintain land value

• Mostly keyed to the forest industry (landowner associations, trade publications, and events)
How to reach these Types

Uninvolved:

• Understand that uninvolved landowners can be overwhelmed and do not know have the knowledge yet

• Identify direct financial benefits with little effort on their part

• May be more receptive to incentives and programs that benefit both woods and other land types such as farms, prairies, wetlands
Everyone has different learning styles, and it effects how they absorb information.

It is important to understand these so you can decide with your Aspen how to best communicate (email, phone, or meet virtually).
1. **Visual** – watching, observing
2. **Auditory** – listening
3. **Read/Write** – taking notes and reading
4. **Kinesthetic** – hands-on learning
5. **Interpersonal** - between two people, facial cues
6. **Intrapersonal** – reflecting internally
Visual learners learn through seeing things in order.

- Characteristics: follows diagrams, writes things out, well organized, concentrates well, attention to details

- A visual learner can benefit from meeting virtually and/or having documents printed out to take notes
Auditory

➢ Auditory learners learn through listening and talking

➢ Characteristics: enjoy talking, extroverted, prefer spoken direction

➢ An auditory learner can benefit from oral instruction, listening to recordings of modules or talking on the phone, discussing the material, and talking through questions
➢ Reading/Writing learners learn through written material

➢ Characteristics: enjoy reading and writing, remember what they read

➢ A reading/writing learner can benefit from written directions, taking notes on modules to review later, and email communication
Kinesthetic learners learn by doing

- Characteristics: can’t sit still, like to do things rather than read about them, problem solving by doing, talk with hands and gestures

- A kinesthetic learner would benefit from walking around while going through modules (phone meetings), time for breaks, and meeting together outside (when safe)
Interpersonal

- Interpersonal learners learn from working with people

- Characteristics: natural leader, extroverted, team player, and social

- An interpersonal learner would benefit from discussing the modules with mentor face-to-face (virtually) and sharing their opinions
Intrapersonal learners learn through solitary, introspective reflection.

- Characteristics: concentrate well, private, keep journals, send time alone, set personal goals

- An intrapersonal learner could benefit from time to reflect after a module before asking questions and setting goals for the program.
- Practice good listening skills and give unbiased information
  - We are not asking you to be their forester; be their friend!

- Encourage Aspens to get involved in WWOA

- Pick a communication style that works best for both of you

- Contact WWOA with any questions!