

Mentoring & Coaching Books by Janine Lim

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Sullivan, C. G. (1992). *How to mentor in the midst of change*. Alexandria, VA: Association for Supervision and Curriculum Development.

This little book is a nice overview of mentoring for teachers mentoring new teachers. It includes concepts of mentoring, approaches, and some suggested activities. Each page has some background, and some questions or activities to consider with the mentee. Finally it ends with ideals and a section to make a plan for mentoring.

Shea, G. F. (2002). *Mentoring: How to develop successful mentor behaviors*. Menlo Park, CA: Crisp Learning.

This “fifty-minute book” is designed as a workbook for mentors and includes worksheets and questions to consider with space to write. The book covers understanding mentees’ needs, positive behaviors, behaviors to avoid, and case studies throughout. A nice read to begin reflection on your own mentoring practice.

Zachary, L. J. (2000). *The mentor's guide : facilitating effective learning relationships*. San Francisco, CA: Jossey-Bass Publishers.

Zachary’s book is an in-depth guide with a focus on mentoring as a learning relationship. She makes connections to adult learning theory and how learning is the major goal of a mentoring relationship. Much of this seems to apply to formal mentoring relationships, but there are lots of tools, checklists, and question lists that can help you reflect on informal mentoring as well. Most importantly, there are a lot of references to reflection and suggestions to consider for reflection that can help guide your reflection. In addition, this is the first mentoring book I’ve found that addresses long distance mentoring.

***This is my favorite book of all of them.*

Murray, M. (2001). *Beyond the myths and magic of mentoring: How to facilitate an effective mentoring process*. San Francisco, CA: Jossey-Bass.

This book is targeted to many different industry areas and people who want to establish a mentoring program. It has a business bent and is from the perspective of human resource people or senior level management who wish to develop the younger staff in the company with the goal of career advancement or climbing the corporate ladder.

Bloom, G., Castagna, C., Moir, E., & Warren, B. (2005). *Blended coaching: Skills and strategies to support principal development*. Thousand Oaks, CA: Corwin Press.

This coaching book gave the best overview of coaching that I’ve found so far. It also is in the education context, so it made more sense to me. It covers coaching skills such as

relationship building, listening, observing, questioning and giving feedback. It also reviews different types of coaching: facilitative coaching, instructional coaching, collaborative coaching, consultative coaching, and transformational coaching. Finally, the authors make connections between coaching and organizational / systems change.

I also flipped through two other coaching books, but they are more for professional coaches:

Goldsmith, M., Lyons, L., & Freas, A. (2000). *Coaching for leadership: How the world's greatest coaches help leaders learn*. San Francisco, CA: Jossey-Bass.

O'Neill, M. B. (2000). *Executive coaching with backbone and heart: A systems approach to engaging leaders with their challenges*. San Francisco, CA: Jossey-Bass.