TriFury Mentoring Program - Mentor Information

Welcome to the TriFury mentoring program. The goal of this program is to provide a way for team members to assist each other in our training and in our racing. By assisting each other, we can all grow as triathletes.

Triathlon is a very equipment and time intensive sport and quickly become overwhelming and intimidating. With the mentoring program, we intend to limit these factors and make the transition into the sport, as well as the transition to longer distance races, much easier.

So, what exactly is a mentor?
A mentor is someone that listens to questions and helps guide the mentee as a positive and effective way to obtain their goals. A mentor is not a coach. A mentor may not have the answers, but may have the knowledge to help the mentee discover the answers.

A mentor needs to:

- Listen
- Question
- Offer friendship
- Help build self confidence
- Share critical knowledge
- Encourage successful behavior
- Challenge

The extent of involvement between mentor and mentee is flexible and is at the discretion of each mentor and mentee.

To become a successful mentor, you must maintain regular contact with your mentee. When you get a mentee, establish contact as soon as possible and agree on communication channels, email, phone, etc. Introduce yourself and give some background. Be honest. You will not have all the anwers. By being honest, you will establish openness within the mentor/mentee relationship. Avoid being judgmental, and encourage your mentee to fail. Triathlon is a sport of limits, if you are afraid to fail, you are afraid to test your limits. By not applying judgment upon your mentee, you are encouraging them to take a chance, you are showing them that you believe in their goals. If they fail they will at least have the satisfaction of knowing that they tried. Try not to give answers, lead the

mentee in the discovery of their own answers, along the way they will learn. And remember, be patient. Everyone learns at a different pace.

Topics of discussion and guidance (a mentee may seek help in only one, a few or all of these areas)

- Selecting events
- Selecting equipment
- Selecting a supplier
- Introduction to TriFury other team members
- Nutrition
- Injury prevention
- Injury recovery
- Training programs
- 1 on 1 workouts
- weekly training balancing
- general encouragement
- finding training partners
- equipment repair
- planning/preparing/practicing for transitions
- what to expect during a race

A mentor may introduce the mentee to TriFury group training sessions and help find others seeking similar pace for that workout. Mentors need not feel obligated to remain with the mentee during group swim, rides or runs as their abilities are likely much different, but the mentor should not drop the mentee without discussion.

Mismatches

If a mentor/Mentee mismatch occurs, try to work out the difference, if this option is not possible, contact the person in charge of the mentoring program and work with them to develop a solution. Remember, sometimes mismatches occur, this is a part of the system, and is not the fault of the mentor or mentee. The best solution is to recognize a mismatch as soon as possible so that it can be resolved and the mentee can receive the best fit possible.