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Peer Mentoring with Coaching Training (Sample Application for Info Session)

About You

Name:

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Preferred Email:

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MIT Affiliation:

Student

Course and Year:

Grad - MechE

Are you working with other members of the MIT community on this project?:

No

Application Information

Short Description:

This project matches students who have a strong life skill (ex. time management, finances, self-motivation) and want to develop other life skills with other students who have those skills and want to develop the skills the first student has. The project provides training to all participants on effective coaching techniques and holds socials to facilitate meetings between the the partners.

Requested Amount:

\$2,400

Budget:



[Peer Mentoring with Coaching Training Budget.pdf](#)

Target End Date:

End of Fall Semester

Short Answer

How do you plan to carry out your project?:

First, I would need to identify someone to offer the coaching training. The instructors at the Gordon Engineering Leadership program might be able to help. Then, I would develop the questionnaire for matching students and advertise for people to apply to the program. The program would open with a workshop on coaching. After the workshop, participants would find out their partners. Throughout the program, I would host regular meet ups to facilitate interaction between the participants. The meet ups would include some mentorship training and then time for the participants to meet with their partners. I am planning to have the mentorship program run over the next fall semester so I would spend the rest of the spring semester planning the coaching training and developing the questionnaire.

What is the target audience for these activities? Approximately how many MIT community members will your project impact?:

The target audience is MIT students. I am aiming for 20 participants in the mentoring program. However, the coaching skills they learn through the program may also make the participants be able to help others more effectively.

Describe the changes or improvements you hope to see as a result of your project?:

If minimally successful, this project will result in participants expanding their social circle and improving a life skill. If optimally successful, this project will result in participants learning and developing coaching skills that would also empower them to help others in their life.

What health-related community issue does your project aim to address?:

Connectedness

Life Skills

Explain how your project is addressing the health-related community issue(s) you selected above.:

This project increases connectedness by introducing people to someone new with complementary skills. The project addresses life skills because it helps participants develop skills they want to improve and also teaches the participants coaching skills, which is an important part of leadership and mentoring.

How would you define and measure success for this project? :

I would evaluate the project on whether participants 1) developed a meaningful connection with their partner 2) improved the life skills they wanted to work on 3) improved coaching skills that enable them to be better mentors in the future These metrics would be measured with participant surveys. While self-reporting is not the most reliable measure, there are not many other options for obtaining this information quickly.

What makes your project innovative?:

This project takes the mentoring concept and equalizes the relationship. The traditional mentoring program is uni-directional with expertise and advice going from the mentor to the mentee. In peer mentorship programs, this can create an imbalance where mentees feel like they are imposing on the mentor after a while. The proposed program pairs participants so that there is an exchange and each person has expertise to contribute. The second innovative aspect of the proposed program is pairing coaching training with the mentorship program. Many mentoring programs pair participants but do not provide support for participants to most effectively help each other. Adding the coaching training allows participants to improve on this set of skills while also making the peer mentoring more effective.

Is there additional information you would like the committee to consider?:

My goal is for this project to serve as a proof of concept for adding coaching training to a peer mentorship program. If successful, this idea can be extended to larger mentorship programs. MIT would also benefit from programs that help people become better teachers. More focus on coaching skills would make the community better at fostering skills/talents of its members.



Peer Mentoring with Coaching Training Budget

	Expenses	Amount	Notes	Source
Opening event: coaching training with dinner	Advertising for participants (posters, infinite display, etc)	\$200		Innovation Fund
	Facilities and AV	\$300	Will try to get space in the student center so space rental will be free, but may need facilities to set up tables and trash cans	Innovation Fund
	dinner	\$300	Dinner for 20 participants, person providing the coaching training, and volunteers helping with the program (\$12 x 25 people)	Innovation Fund
	Materials for the coaching training	\$50	For materials that the trainer may want such as printing handouts or props for role-playing	Innovation Fund
Meetings every 2 weeks with dinner (5 meetings total)	Materials for coaching training	\$50	\$10 per meeting	Innovation Fund
	dinner	\$1500	\$300 per meeting	Innovation Fund

Total funds needed: \$2400

Amount requested from Innovation Fund: \$2400

* I budgeted facilities and AV for the opening event but not the rest of the meetings because I am thinking of a more elaborate training to serve as the opening but the other meetings would be more like seminars so I could get a classroom.