



Roxsand

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Mentorship - How to be a good mentor

Merriam-Webster defines mentorship as “the influence, guidance, or direction given by a mentor.” A more meaningful way to put it is “a mentorship is a relationship between two people where the individual with more experience, knowledge, and connections is able to pass along what they have learned to a more junior individual within a certain field.” To me, the key to the second statement is the relationship between two people. Accepting the role of mentor is all about building connections with the individuals around you, especially the inexperienced ones.

- **90%** of workers who have a mentor report being happy in their job. (*CNBC/Survey Monkey*)
- Employees who are involved in mentoring programs have a **50%** higher retention rate than those not involved in mentoring and **93%** of mentees believe their mentoring relationship was useful. (*MentorcliQ*)
- Leaders who sponsor or mentor others are twice as likely to be aware of junior-level colleagues' concerns. (*Coqual*)
- **68%** of millennials who stay at their organization for 5 or more years have a mentor, compared to just **32%** of those without a mentor. (*Deloitte*)

- **73%** of Gen Z are motivated to do a better job when they feel their supervisor cares about them. (*SHRM*)
- Nearly 9 in 10 mentored employees will also go on to mentor others, making mentorship especially valuable for reinforcing a culture of sharing knowledge and relationship building within your company.

What makes a good mentor?

To be a good mentor, it's important to have the relevant experience and communication skills needed to effectively coach someone. Mentorship is important for conveying skills and wisdom to new employees, as well as building a culture of support and teamwork throughout the company.

1. **Communicate and Listen** – Communication is 99% of a quality mentor-mentee relationship. If the two of you can't clearly share ideas, thoughts, opinions, and feedback, then it defeats the purpose of the relationship.
2. **Offer Constructive Criticism** – A mentee will not get everything right on the first attempt, so you need to be able to provide feedback constructively but effectively to ensure that they improve and progress.
3. **Practice Empathy** – It is important to relate to your mentees and understand their perspective and feelings. A common mistake mentors make is assuming a mentee in the same field will perform, think, and act the same way as the mentor did.
4. **Allow your Mentee to make Decisions**– Give them some responsibility and allow them to make their own decisions in certain aspects of the job. This will encourage them to think for themselves and improve their confidence, showing you have faith in them.
5. **Work on becoming a Positive Role Model**– A mentee can learn a lot simply by observing and learning from your words and actions. They can pick up on how you behave and interact with others or a certain task at hand. To set your mentee on the right path, show them multiple ways of handling difficult situations and talk them through your process.

At L. G. Everist, Inc., I see mentorship as an important element of the company. I believe it is important to step up and share your knowledge and be a mentor not just at work, but throughout your life. Exercising the traits of a good mentor will grow others and



By: Lance Pollman / Engineering Manager

create a reflection on your character.

Meet the engineering interns that participated in the summer Internship Program at L. G. Everist, Inc.

This summer, LGE had several college interns with varying backgrounds working throughout the company. Providing an internship to these students is a form of a mentorship program that is essential to their personal growth and the company's success. A special "Thank You" to Justin Harvey (DREQ), Chris Furness (DRWQ) and Colin Taylor (SF Office) for being personal mentors to our interns.

Ethan Cox

Ethan Cox is studying Mining Engineering at South Dakota Mines in Rapid City and is a Field Mining Engineering Intern at Dell Rapids East Quarry. Ethan's top 3 takeaways from this summer are: Learning the differences between the various LGE locations, making and growing connections with fellow employees, and a family RV vacation to North Carolina.



Megan Parsons

Megan Parsons is studying Mechanical Engineering at South Dakota Mines in Rapid City and is a Field Mining Engineering Intern at Dell Rapids East Quarry.

Megan's top 3 takeaways from this summer are: Gaining experience in



the mining industry, learning how engineers react to problems, and the knowledge gained through relationships with colleagues.

Benjamin Gadberry

Benjamin Gadberry is studying Mining Engineering at South Dakota Mines in Rapid City and is a Field Mining Engineering Intern at Dell Rapids West Quarry. Ben's top 3 takeaways from this summer are: The annual family vacation to Detroit Lakes, MN, installation help on the new dewatering wheel in Brookings, and Quality Control and testing at DREQ.



Happy Birthday!

August 12

Allen Poe
Dell Rapids East

James Bachmeier
Myrl & Roy's Fleet

August 13

Michael Bunkers
Dell Rapids East

Andrew Thompson
Myrl & Roy's Paving

August 14

David Cardwell
Summit

Kris Bruinsma
Myrl & Roy's Fleet

Stephen DuBois
Ortonville

August 16

Keil Brannan
Myrl & Roy's Asphalt

Gerardo Casillas
Ragsdale

August 17

Jesse Jansen
Myrl & Roy's Paving

Frank Carlson
Myrl & Roy's Fleet

Rhiannon Gross
Ragsdale

Daniel Keen
88th - Transload

August 18

Justin Kneip
East Sioux Quarry

Join our Team!



For job descriptions, qualifications, and applications go to:

www.LGEverist.com

If you have employees who would like to receive the Roxsand and do not have a work email, have them submit their personal email to info@lgeverist.com

Questions, Comments, Ideas or want to submit a recipe:
Let us know: info@lgeverist.com or 605.334.5000 ext 6566



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