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Brad Johnson

(Goodreads Author),

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Increasingly, new employees and junior members of any profession are encouraged—sometimes stridently—to “find a mentor!” Four decades of research reveals that the effects of ...

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Women want mentors who not only understand this, but truly honor it.

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Workplace (October 2020 with Brad Johnson) and Athena Rising: How and Why Men Should Mentor Women (September 2016 with Brad Johnson). He speaks around the globe on the topics of mentorship and cross-gender workplace relationships.

David Smith PHD

*Page 28/69*

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When it comes to mentoring, women face more barriers than men. Here's how men can help change that. Increasingly, new employees and junior members of any profession are

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encouraged--sometimes  
stridently--to "find a  
mentor!" Four decades  
of research reveals that  
the effects of  
mentorship can be  
profound and enduring;  
strong mentoring  
relationships have the  
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mentoring landscape is  
unequal. Evidence



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consistently shows that women face more barriers in securing mentorships than men, and when they do find a mentor, they may reap a narrow range of both professional and psychological benefits. Athena Rising is a book for men about how to eliminate this problem by mentoring women deliberately and

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effectively. Traditional notions of mentoring are modeled on male-to-male relationships, yet women often report a desire for mentoring that addresses their interpersonal needs.

Women want mentors who not only understand this, but truly honor it.

Coauthors W. Brad Johnson and David G. Smith present a

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straightforward, no-nonsense manual for men working in all types of institutions, organizations, and businesses to become excellent mentors to women, because as women succeed, lean in, and assume leading roles in any organization or work context, the culture will become more egalitarian,

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effective, and prone to retaining top talent.

Increasingly, new employees and junior members of any profession are encouraged-sometimes stridently-to "find a mentor!" Four decades of research reveals that the effects of mentorship can be profound and enduring;

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relationships have the

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But the mentoring

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Evidence consistently

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helping men of all  
institutions,  
organizations, and  
businesses to become

excellent mentors to

women. Co-authors W.

Brad Johnson, PhD and

David Smith, PhD draw

from extensive research

and years of experience

as experts in mentoring

relationships and gender

workplace issues. When

a man mentors a

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woman, they explain, the relationship is often complicated by conventional gender roles and at times hostile external perceptions. Traditional notions of mentoring are often modeled on male-to-male relationships- the sort that begin on the golf course, involve a nearly exclusive focus on career achievement,



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and include more than a few slaps on the back over drinks after work. But women often report a desire for mentoring that integrates career and family aspects of life. Women want a mentor who not only "gets" this, but truly honors it. Men need to fully appreciate just how crucial their support of promising junior women

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can be in helping them to persist, promote, and thrive in their vocations and organizations. As women succeed, lean in, and assume leading roles in any organization or work context, that culture will become more egalitarian, effective, and prone to retaining top talent.

What's missing from  
*Page 42/69*

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gender equality efforts?

Men. Women are at a disadvantage in the workplace, where they deal with unequal pay, sexual harassment, lack of credit for their contributions, and more. And while organizations are looking to address these issues, too many gender-inclusion initiatives focus exclusively on how

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women should respond, leaving men out of the equation. Such efforts reinforce the perception that these are "women's issues" and that men--often the most powerful stakeholders in an organization--don't need to be involved. As gender-in-the-workplace experts David G. Smith and W. Brad Johnson show in this important

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book, men have a crucial opportunity to promote gender equality at work. Research

shows that when men are deliberately engaged in gender-inclusion programs, 96 percent of women in those organizations perceive real progress in gender equality, compared with only 30 percent of women in organizations

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without strong male engagement. Good Guys is the first book to provide a practical, research-based guide for how to be a male ally to women in the workplace. Filled with firsthand accounts from both men and women, as well as tips for getting started, the book shows how men can partner with their female

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colleagues to advance women's leadership and equality by breaking ingrained gender stereotypes, overcoming unconscious biases, developing and supporting the talented women around them, and creating productive and respectful working relationships with women--especially in a post-#MeToo world.

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important and pithy truths for supervisors in all fields. These explore what excellent mentors do, what makes an excellent mentor, how to set up a successful mentor-protégé relationship, how to work through problems that develop between mentor and protégé, what it means to mentor with integrity, and how

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to end the relationship when it has run its course. Succinct and comprehensive, this is a must-have for any mentor or mentor-to-be.

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the art and science of  
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practices for those who want to excel as mentors. Evidence-based advice on the rules of engagement for mentoring, mentor functions, qualities of good mentors, and methods for forming and managing these relationships are provided. Summaries of mentorship relationship phases and guidance for

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adhering to ethical principles are reviewed along with guidance about mentoring specific populations and those who differ from the mentor in terms of sex and race. Advice about managing problem mentorships, selecting and training mentors, and measuring mentorship outcomes and recommendations

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for department chairs and deans on how to foster a culture of excellent mentoring in an academic community is provided. Chalk full of illustrative case-vignettes, this book is the ideal training tool for mentoring workshops. Highlights of the new edition include: Introduces a new model for

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After a strange and

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sparkly storm carries her away from home, Athena finds herself in a land filled with magic, talking animals, and incredible objects with magical powers—the land of Mount Olympus! When Athena arrives, she's greeted by the talking Owlies and is paired with very special magical sandals—sandals with



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powers that Medusa, a green, snake-haired girl, wants for herself! A glowing goddess (of hearth and home) named Hestia appears and warns Athena that if Medusa gets her snakes on those sandals, she'll surely use its powers to make trouble for Mount Olympus! But Athena has more important things on her mind—like

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going back home!

Determined to find her way back, Athena heads off on an adventure through the magical landscape of Mount Olympus to try and elude Medusa—and find her way back to the mortal world once and for all with the help of the great and powerful Zeus!

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Bestselling poet, writer, and Instagram sensation Nikita Gill returns with a collection of poetry and prose retelling the legends of the Goddesses, both great and small, in their own words. With lyrical prose and striking verse, beloved poet Nikita Gill (Fierce Fairytales, Wild Embers) uses the history of Ancient Greece and

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beyond to explore and share the stories of the mothers, warriors, creators, survivors, and destroyers who shook the world. In pieces that burn with empathy and admiration for these women, Gill unearths the power and glory of the very foundations of mythology and culture that have been too-often ignored or pushed aside.

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Complete with beautiful hand-drawn illustrations, Gill's poetry and stories weave old and forgotten tales of might and love into an empowering collection for the modern woman.

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