

# H & H PUBLISHING



## WORKSHOP DESCRIPTIONS FOR WILLIAM F. ROSS III, M.S., CI/CT

### **MENTORSHIP/MENTORING**

#### **The Art of Mentoring**

Mentoring is an essential tool for the interpreting profession. This workshop will address some of the current styles or models of mentoring relationships. Many practicing interpreters in the field identify their need for a mentor to further develop their current skills set. The role of the mentor and “apprentice” (mentee) in each will also be discussed. Terminology used to provide depersonalized feedback and encourage growth will be discussed, modeled and practiced along with a brief overview of the history of mentoring. Rather than exclusively adhering to one model of mentoring an eclectic approach to mentoring will be strongly advocated. There will be time to practice giving/receiving depersonalized feedback, listen to the apprentice express themselves utilizing self-directed approach and observe the mentor employ the guided approach; thus blending the best of the various mentoring approaches.

#### **Mentoring: Do unto Others**

Religious or church interpreting is very challenging, however, church interpreters are often dismissed and underappreciated, because they practice their craft in church. Ongoing skill development is a must and mentoring can aid interpreters in gaining knowledge, skills and a valuable schema to manage the complex language and traditions of the church. The goal of this training is two-fold: develop respectful mentoring practices and to assist in the management of the unique language of the church. Attendees will practice building mentoring relationships by utilizing language that is work-centered, rather than person-centered. Participants will be exposed to worship music, overgeneralized religious terminology, and frozen texts as a way to initiate, develop and hone mentoring relationships. This workshop will be taught primarily from the Protestant perspective.

#### **Our Choice of Words: The Art of Feedback**

Terms prevalent in the field of interpreting are: deliberate practice, mentoring and professional development. Observation and feedback are integral to the application of those words. Collaborating with our colleagues affords us the opportunity to improve our skills, yet we are often protective and sensitive to the feedback offered regarding our work. Thus, mastering the skill of offering depersonalized feedback is critical for trust-building, fostering support, and open communication. Our choice of words can encourage or discourage interpreters; therefore, utilizing specific terms and phrases enable feedback to be received more positively. Often it is not **what** we say, but **how** we say it that unintentionally causes discomfort among working professionals. Participants will be provided an opportunity to interpret (English to ASL) then practice offering impartial depersonalized feedback using terminology introduced during the training. **[The above two workshops can be offered together or separately]**

#### **Teaming and Support: Feedback on Assignment**

It is critical for colleagues to have the ability to work together as members of a team while interpreting. Observation and feedback are important elements of collaborative teamwork. Mastering the skill of depersonalizing feedback is critical for trust building, support, and open communication. Since we are often placed settings that are both physically and cognitively demanding we must be able to rely upon our colleague for support. The words we choose when providing support and feedback to our colleagues can encourage or discourage them; therefore utilizing specific terms and phrases lends to the feedback being expressed and received in a more work focused manner. This training will address team interpreting, positive regard, trust as a professional courtesy and utilizing the open model of interpreting. Participants will be provided an opportunity to expressively interpret then provide observational commentary using the concepts and language of the workshop.

# H & H PUBLISHING



## **Show and Tell: Observational Feedback**

When we collaborate with our colleagues, we are afforded a rare and meaningful opportunity to improve our skills; yet we are often protective and sensitive about our work. Providing and receiving observation-based feedback is one way to foster personal and professional development. This training is about growth - identifying areas in our work, both specific and global, that may impact the quality of our interpreting. The general workshop is approximately 60-90 minutes, followed by individual observation sessions and feedback regarding the requisite skills needed to provide an accurate and equivalent interpretation. Participants will be provided an opportunity to interpret (English to ASL) then they will receive feedback using terminology introduced during the training.