

# From Fizzling Out to Lasting Impact: Innovating Mentorship Models

**Challenge:** Big Brothers Big Sisters of Flagstaff (BBBSF) faced high mentor/mentee turnover, with many one-on-one matches ending early. This qualitative study aimed to explore a group-based mentoring model to improve engagement and retention.

## Method



### Literature Review

- The initial phase of the research began with a literature review to build a foundational understanding of mentorship.



### Participant observation

- In phase two, I took on an active role as a mentor, participating in weekly group sessions to conduct participant observation.
- I took detailed notes after each session to capture insights and interactions in real time.



### Data analysis

- I analyzed the qualitative data from the journals by transcribing, coding, and identifying key themes and patterns that emerged across entries.
- This process helped me uncover deeper insights into the group dynamics and the overall impact of the mentoring experience.

## Outcome

- Grant funding was secured for innovative program for another year.
- Additional money was secured for further research into group mentoring.
- Other Big Brothers Big Sisters (BBBS) chapters expressed interest in implementing this innovative mentoring model.

## What I learned

- Including a survey for mentors and mentees to measure satisfaction with the group mentoring model would have added valuable quantitative context to the study.