

# Module 7

# Mentorship





# Who is a mentor?

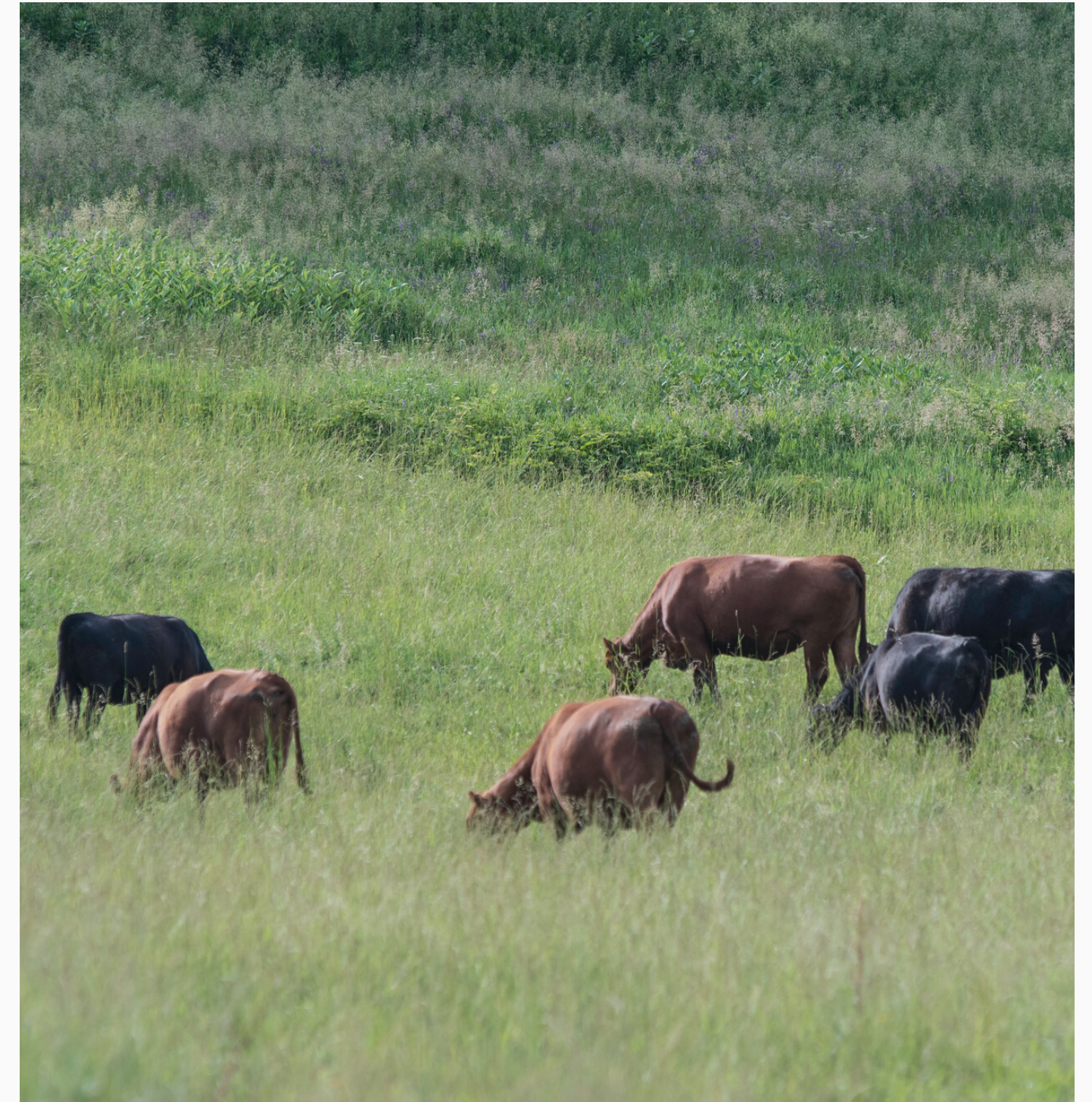
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- ◆ an experienced or trusted advisor
- ◆ is passionate about helping fellow producers to design an Advance Grazing System



# What is an Advanced Grazing System?

It is meant to represent the basic concepts and environmental goals that are needed to create a sustainable grassland ecosystem.



# What is an Advanced Grazing System?

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- ◆ Accommodate a wide variety of approaches
- ◆ A mentor with any background in advanced grazing should be able to take these goals and concepts and expand on them with their own production system.

# The Mentorship Process

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- ◆ Guide the producer towards a suitable grazing plan that will fit the farms context.
- ◆ Give them ideas and help them decide what is best for their context
- ◆ What works for the mentor may not work for the producer



# Mentorship Options

- Classroom style
- Grazing clubs
- One on one farm mentorship
- Virtual online mentorships
- Online resources
- Community of interest



# Mentorship Issues

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✓ Develop  
boundaries

✓ Quantity of  
follow up

✓ Methods of  
contact



# Mentorship Liability

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- Liability – What is the producer's financial situation?
- Maybe 'baby steps' might be the best way.
- Give a few options and allow the producer to choose their own way forward.





# Understanding the farm context

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- Personal restraints of the farm family
- Physical limitations
- Time limitations
- Herd restraints
- Type and class of livestock
- Physical land restraints
- Environmental Concerns
- One size does not fit all
- Personality styles





# DISC – Personalities Test

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After each descriptive word, rate each word according to your personality on a scale of:

- 0 – Not me
- 1 – Sometimes
- 2 – Often
- 3 – Always



# DISC – Personalities Test – Example

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After each descriptive word, rate each word according to your personality on a scale of:

- 0 – Not me
- 1 – Sometimes
- 2 – Often
- 3 – Always

1	Decisive (3)	Aggressive (3)	Risk Taker (1)	Innovative (3)	10
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# Total each row

1	Decisive (3)	Aggressive (3)	Risk Taker (1)	Innovative (3)	10
2	Enthusiastic (3)	Persuasive (2)	Impulsive (2)	Emotional (1)	8
3	Predictable (1)	Understanding (2)	Dependable (2)	Good Listener (1)	6
4	Accurate (0)	Consistent (3)	Fact Finder (2)	Precise (1)	6
5	Strong Ego (3)	Problem Solver (3)	Impatient (2)	Self Starter (3)	11
6	Talkative (2)	Creative (2)	Articulate (2)	Social (2)	8
7	Team Player (2)	Sincere (2)	Patient (2)	Empathetic (2)	8
8	Perfectionist (0)	Systematic (2)	Analytical (1)	Neat (1)	4

# Personality Styles Test

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	Person 1	Person 2
Row 1 & 5 (D)	21	11
Row 2 & 6 (I)	16	16
Row 3 & 7 (S)	14	18
Row 4 & 8 (C)	10	15

- Total your scores across each of rows 1 through 8
- Add the totals of rows 1 and 5.
- Add the totals of rows 2 and 6.
- Add the totals of rows 3 and 7.
- Add the totals of rows 4 and 8.





# DISC – Four Different Languages

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ADVANCED GRAZING SYSTEMS

## **Dominance**

Confident and place an emphasis on accomplishing bottom-line results.

## **Influence**

Open and place an emphasis on relationships and influencing or persuading others.

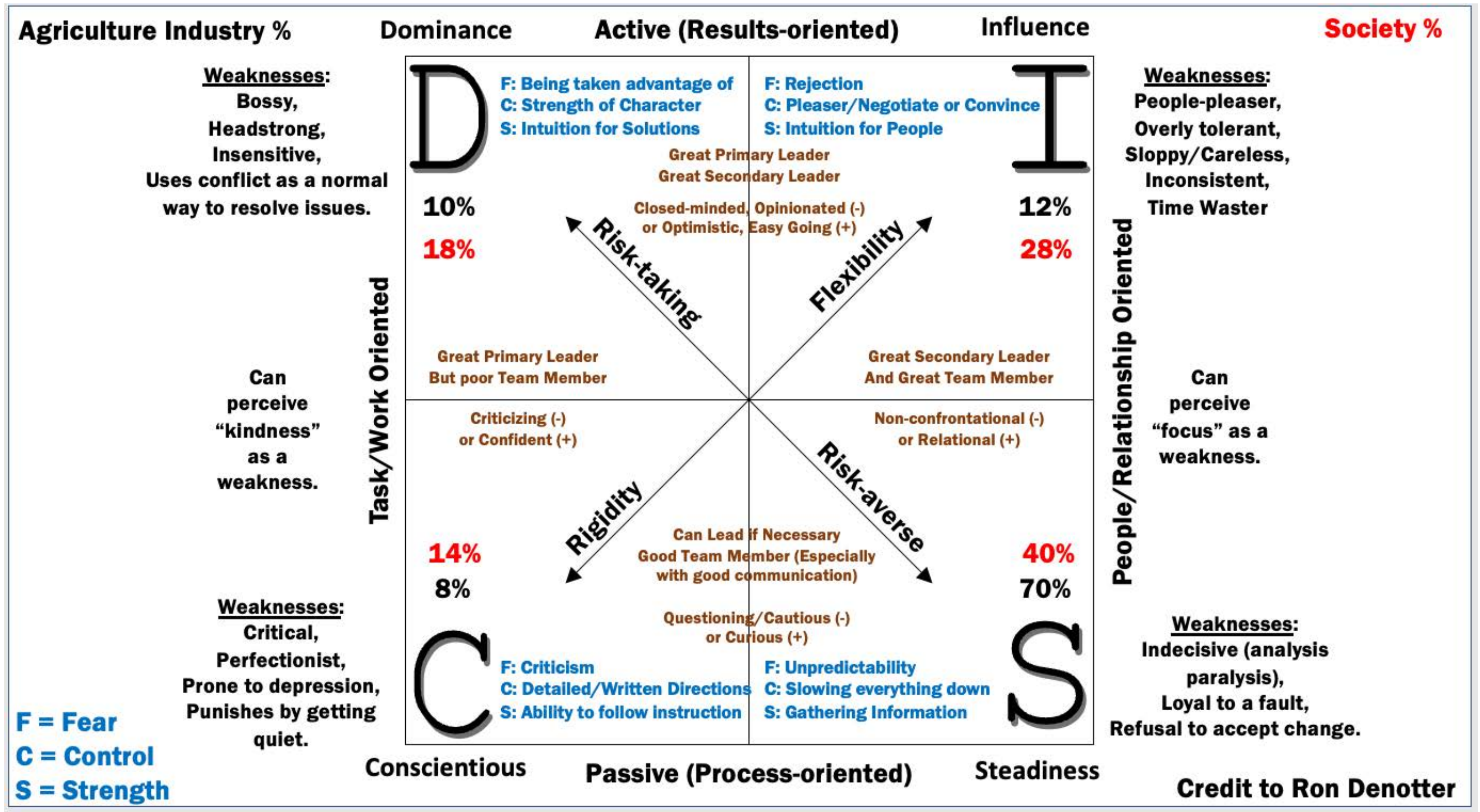
## **Steadiness**

Dependable and place the emphasis on cooperation and sincerity.

## **Competency**

Place the emphasis on quality, accuracy, expertise, and competency.





# Personality Styles

- ✓ Breakdown of the four personality styles in society

- D= 18%
- I= 28%
- S= 40%
- C= 14%

- ✓ Think of the styles of the people in your business or organization.

- Partners
- Employees
- Children
- Other family

- ✓ Breakdown of the four personality styles in agriculture

- D= 10%
- I= 11%
- S= 70%
- C= 9%



# What is a farm context?

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✓ Their farm is not your farm

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✓ One size does not fit all

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✓ Think context

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