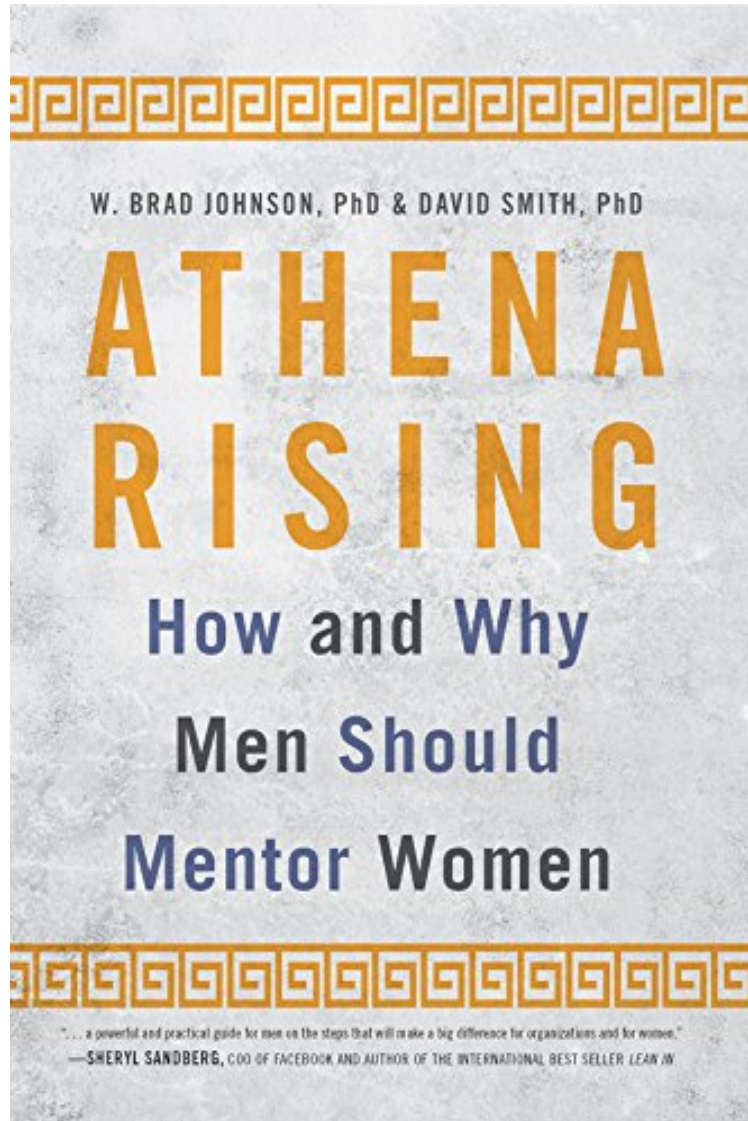


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Athena Rising: How and Why Men Should Mentor Women

W. Brad Johnson, David Smith
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W. Brad Johnson, David Smith : Athena Rising: How and Why Men Should Mentor Women before purchasing it in order to gauge whether or not it would be worth my time, and all praised Athena Rising: How and Why Men Should Mentor Women:

3 of 3 people found the following review helpful. A Common Sense Approach To Helping Men Help Women!By Navy87GuyI bought the book, Athena Rising: How and Why Men Should Mentor Women by W. Brad Johnson, PhD and David Smith, PhD because Dave is a classmate of mine ndash; so I wanted to support him. Irsquo;m reviewing the book because itrsquo;s something that every man (and woman) needs to read.There are dozens of books on mentoring, and many different mentoring styles. What sets this book apart, though, is the way Johnson and Smith confront some

of the underlying biases, stereotypes, gender roles and societal "norms" that make male-female mentorships so important—and so challenging. Drawing on existing research literature, coupled with their own research—including dozens of interviews with successful women in both industry and the military—the two tackle the problem in a systematic approach. First, they explain the "why": Why is it important that men mentor women? Perhaps more importantly, they carefully catalog and explain the barriers to effective male/female mentorship—and they do it in a "no holds barred" fashion that just tells it like it is. They tackle some uncomfortable topics (at least, for most men) but in a way that compels the reader to keep going. Whether you think of yourself as "enlightened" or one step removed from a Neanderthal when it comes to your views on women in the workplace, Johnson and Smith provide insights and commentary that will give you pause to think. They clearly and cogently address the most pressing challenges when it comes to men establishing effective mentorships with women, and they lay out a very effective argument explaining why overcoming those challenges is so important. An average book might stop there, having convinced men that they need to be more proactive about mentoring those "rising Athenas" within their organization. That's what makes this a great book: not only do Smith and Johnson tell you why you should mentor women, they lay out a number of strategies for achieving effective mentorships. They cover the gamut, from establishing a good mentoring relationship, to your mentee's professional growth, to her personal growth. Along the way, they dispense some blunt prescriptions to help men overcome the barriers, whether they are rooted in personal bias, workplace culture, societal expectations or just a general uncertainty about how to be an effective mentor to women. Some might view *Athena Rising* as a book by men and for men—but I think it is much more than that. It can be equally as powerful for women to help them identify and understand some of the challenges that they might feel instinctively but had difficulty articulating. Johnson and Smith do an exceptional job of putting words to many of those "feelings" that both men and women have when it comes to interactions in the workplace. As effective as the authors are at helping men recognize and understand some of their gender roles and perceptions, their message can be equally useful to women to understand the professional landscape they are trying to navigate successfully. No one should peg this as a "guy book"—it is a powerful tool for men and women alike. I would encourage anyone who is in a position to mentor or be mentored to read *Athena Rising*. There's something in it for everyone, from the newest entrant into the business world to the most seasoned CEO. The book offers some vital perspectives on the hurdles to effective mentoring of women, and it provides very useful strategies to overcoming those challenges and unlocking the full potential of some of our top talent. Buy it today!

https://www.com/Athena-Rising-Should-Mentor-Women/dp/1629561517/ref=sr_1_1?ie=UTF8&qid=1475675793&sr=8-1&keywords=athena+rising 1 of 1 people found the following review helpful. Like Looking at Myself from the Other Side of the Desk By -AHEvery woman entering a life of military service should read this book! I remember the second month in my first unit quite vividly. We had deployed to Kuwait for what became Operation Iraqi Freedom. I was a brand new 2nd Lieutenant and my leaders minimized any interaction with me. I couldn't figure it out until one day when the MSG who was stop-lossed months before his retirement refused to let me sink deeper into isolation. They were afraid of how my presence around them would be misperceived. I was young, female, and single. They were older, male, and married. *Athena Rising* is the story of my career from the perspective of the men who should have mentored me. This is why every woman needs to read it—to know exactly how the deck is stacked against them and how to overcome it. Let me prepare you. As you read *Athena Rising*, you may feel a range of emotions as you reflect on how the examples provided correlate to your life. You will also feel some anger with how some of the language reduces you, but keep in mind that the book is written for men to understand and also for them to relate to the examples as they perceived them to have transpired in their own experiences. This is the critical access to the male perspective which can help you overcome their reluctance towards mentoring you. It is like looking at yourself from the other side of the desk. Here's an example from the book to give you an idea of a challenge I am currently facing—how do I ensure myself a seat at the table when the dialogue is not happening at work?"Too often, women are unintentionally or, worse, deliberately excluded from crucial social engagement with men at work. . . . As guys, we often combine work relationships with social relationships outside the work place. In many instances, these social extensions occur on the golf course or over drinks at the local bar, contexts not conducive to the inclusion of women colleagues who may have family obligations or have to contend with coworkers' perceptions."Since reading this, I keep my babysitter on speed dial and make sure everyone knows that I am up for hanging out after work. You can't get from "no" to "yes" if you aren't even in the conversation. I have been lucky in my career to have worked for progressive male leaders willing to push my performance and aspirations while granting me enough leadership leash to run with to make them successful. These men have turned into my champions; they send me leadership advice, opportunities, letters of recommendation, and even mention my name in conversations that matter. Cross-gender mentoring looks a lot like male-to-male mentoring when it is executed consistently across a receptive audience. Make sure you are receptive for mentoring (and nothing more). Finally, *Athena Rising* makes clear that we, especially in the military, are allies. I am willing to die for my brother and my sister in arms just the same. Perhaps if we work backwards from this undisputable truth we all proclaim, we can find more common ground, trust, and respect in our work places before we have to trust each other

with our lives. 1 of 1 people found the following review helpful. These guys know their stuff -- 46 practical tips supported by research, stories and industry examples

By Rachana S. Bhide
Book Review by Rachana Bhide on behalf of The Corner of the Court Project

Imagine our delight when we found an entire book dedicated to both the psychological and the practical aspects of male-female mentorship. The authors, who are professors at the United States Naval Academy, start the book with 50 pages of research-based insights and views into both the complexities and the benefits of male-female mentorships. The majority of the book (100+ pages) is then a practical manual for men to use as they cultivate effective mentoring relationships.

Here's what you'll find inside:- Forty-six tips (yes, practical, honest, implementable tips!) for men to approach, structure and carry out an effective male-female mentoring relationship- A judgment-free, candid tone from the two male authors. There is a lot to be said that two men wrote this book, for men; equally important is the validity of their research coming from the environments in which they have worked (Dr. Smith is an active duty U.S. Navy Captain) and reference in the book; they draw upon stories from women and men in virtually every industry- Advice and important situations to consider, rooted in psychological and sociological constructs; the book freely addresses mental scripts, biases and societal norms in a compelling and thoughtful manner

Because of its practical nature, *Athena Rising* is especially useful for launching male ally programs at your company or organization. Our personal suggestion is; while it's tempting to open the book and jump straight to the 46 tips; the first part of the book really sets an important stage for the overall topic of male-female mentoring relationships, which can otherwise prove tricky if not considered from all the angles the authors offer. The authors don't shy away from discussing common fears, stereotypes (such as "warrior/knight" to "maiden in distress") and other complexities; it's important to have this foundation in preparation to implement the tips effectively. With that, some of our favorite tips include:

- "Understand your man's scripts"
- "Help her sharpen her leadership style (don't change it)"
- "Champion her assertiveness"
- "Walk the razor's edge between protection and empowerment"

From a female perspective on the book; we are constantly reading through submissions and publishing women's success stories for *The Corner of the Court*; and *Athena Rising* taught us a lot about how and why the men who our ladies have chosen to feature, have been such great examples of male mentorship. Through the book's candid tone, we also learned a lot about ourselves and our own mentoring needs. So ladies, we recommend you grab yourselves a copy as well.

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; strong mentoring relationships have the capacity to transform individuals and entire organizations. Organizations that retain and promote top talent-both female and male-are more likely to thrive. But the mentoring landscape is unequal. Evidence consistently shows that women face more barriers in securing mentorships than men, and when they do find a mentor, they may reap a narrower range of both career and psychological benefits. *Athena Rising* is a book for men about how to mentor women deliberately and effectively. It is a straightforward, no-nonsense manual for 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 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, 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 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.

Authors Brad Johnson and David Smith, both professors at the U.S. Naval Academy, hit a home run with this no-nonsense, timely guide that will benefit any man who wants to more effectively mentor or manage women in the workforce. Boldly stating that "traditionally masculine 'command and control' structures of hierarchical management are yesterday's news," and starting with a tutorial on self-awareness, the authors help the reader understand factors that harm women's careers and interfere with productive mentoring or management relationships. Seeking to illustrate "pervasive and pernicious attitudes" in the workplace, they tackle the stereotypes of women being too nice or not assertive enough, the "double jeopardy" of racial and gender bias, and the role of maternity. Then, drawing on academic research as well as real-life stories from senior-level women in organizations such as Coca-Cola, Sodexo, KPMG, NASA, and various branches of the military, the authors offer practical ways for mentors to lead, interact with, and champion women so they can succeed. Filled with useful advice and backed up by academic research, this handbook should be on every male business leader's reading list. (Publisher's Weekly, Sept. 2016)

Athena Rising

reminds us that when men lean in for equality, we all benefit. Brad Johnson and David Smith have written a powerful and practical guide for men on the steps that will make a big difference for organizations and for women. Sheryl Sandberg, COO of Facebook and Founder of LeanIn.Org; David Smith and Brad Johnson's book captures precisely what Catalyst research has revealed for years: It's a win-win solution when men take intentional action to serve as mentors and sponsors, helping to accelerate progress for women in the workplace. Leaders can no longer focus only on those who look like them; mentoring and developing all talent must become a core part of any organization's leadership style. Through engaging insights from global leaders and practical tips for men, Smith and Johnson echo Catalyst's long-standing point that when men are part of the solution--recognizing privilege and proactively championing gender equality within their organizations--that's when real change can occur. Deborah Gillis, President Chief Executive Officer, Catalyst; Brad Johnson and David Smith have served up an exceptional treatise and handbook for male executives to learn how to become mentors to rising women of promise in all our organizations. Athena Rising is written in a captivating style while providing a practical, step by step mentoring implementation plan to advance female stars in the workplace. It should be a must read for male executive training. Louie Freeh, Former Director, FBI; A definitive, practical guide for every man who wants to work more effectively with women. This is a book guys didn't know we were waiting for, and it's finally here! Chuck Shelton, Chief Executive Officer, Greatheart Consulting; Finally someone has tackled the central issue to women's advancement at work: why don't men champion female talent like they do for other men? 'Athena Rising' answers that question and -- through story-telling and research -- inspires men to rethink reluctance and mentor for the good of their female colleagues, their companies, and, ultimately, themselves. Kat Gordon; Founder, The 3% Movement About the Author W. Brad Johnson, PhD is professor of psychology in the Department of Leadership, Ethics, and Law at the United States Naval Academy, and a faculty associate in the Graduate School of Education at Johns Hopkins University. A clinical psychologist and former Lieutenant Commander in the Navy's Medical Service Corps, Dr. Johnson served as a psychologist at Bethesda Naval Hospital and the Medical Clinic at Pearl Harbor where he was the division head for psychology. He is a fellow of the American Psychological Association and recipient of the Johns Hopkins University Teaching Excellence Award. He has served as chair of the American Psychological Association's Ethics Committee and as president of the Society for Military Psychology. Dr. Johnson is the author of more than 100 journal articles and book chapters many on the topic of mentoring and 12 books, in the areas of mentoring, professional ethics, and counseling. Books of related interest include: On Being a Mentor: A Guide for Higher Education Faculty (2nd Ed.) (2015), The Elements of Mentoring (Revised Ed.) (2008, with Charles Ridley), The Elements of Ethics for Professionals (2008, with Charles Ridley), and Becoming a Leader the Annapolis Way (2006, with Greg Harper). David Smith, PhD is an active duty U.S. Navy Captain and permanent military professor in the Department of Leadership, Ethics, and Law at the United States Naval Academy having served four years as the chair. A former Navy Pilot, Dr. Smith led diverse organizations of women and men culminating in command of a squadron in combat and flew more than 3,000 hours over 19 years including combat missions in Iraq and Afghanistan. As a sociologist trained in military sociology and social psychology, he focuses his research in gender, work, and family issues including dual career families, military families, women in the military, and retention of women. Dr. Smith is the author of numerous journal articles and book chapters many on the topic of gender and the workplace. His most recent publications include: On the Fast Track: Dual Military Couples Navigating Institutional Structures; in Contemporary Perspectives in Family Research (2013), Dual Military Families: Confronting a Stubborn Military Institution; in Military Families and War in the 21st Century, Comparative Perspectives (2015), Leadership and Peer Behaviors: Women in Combat; in Military Medicine (2016) and Gender and the Military Profession: Early Career Influences, Attitudes and Intentions; in Armed Forces Society.