

Coaching for Breakthrough Outcomes: The Mobility Mentoring Approach

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EMPath
Economic Mobility Pathways



What does it take to get out of poverty ?

- Getting out of poverty today is a terribly complex process!
- Families must simultaneously battle to move ahead on multiple fronts: home, health, money, education and career.
- To do this they need incredibly strong decision making and behavior-management skills.



Science shows that poverty affects how we think and behave



- The stresses of poverty compromise core decision-making and behavior management skills (so-called executive functioning skills-EF)
- It swamps our analytic capabilities, compromises our abilities to think about the future, and heightens our impulsivity

The Mobility Mentoring Breakthrough Is Understanding that....

- If getting out of poverty is a huge organizational (EF) challenge,
- And being in poverty compromises our organizational (EF) skills,
- **Then we must aim to streamline and simplify services at the same time we work to build organizational skills**



What is Mobility Mentoring™?



Mobility Mentoring is the professional practice of partnering with clients so that over time they may acquire the resources, skills, and sustained behavior changes necessary to attain and preserve their economic independence.



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Mobility Mentoring is a brain science-based coaching approach

It builds out of new brain science about how poverty affects us and how we can achieve stronger outcomes in four key ways:

1. **Brain Science Scaffold-** *Bridge to Self Sufficiency™*
2. **Coaching Approach-** Attains goals and builds executive skills
3. **Systematic Participant Recognition and Rewards**
4. **Structured Frontline Use of Data**



The Core of Mobility Mentoring in the Bridge to Self Sufficiency

Mobility Mentors use The Bridge to Self-Sufficiency® to help families set, reach, and sustain their goals:



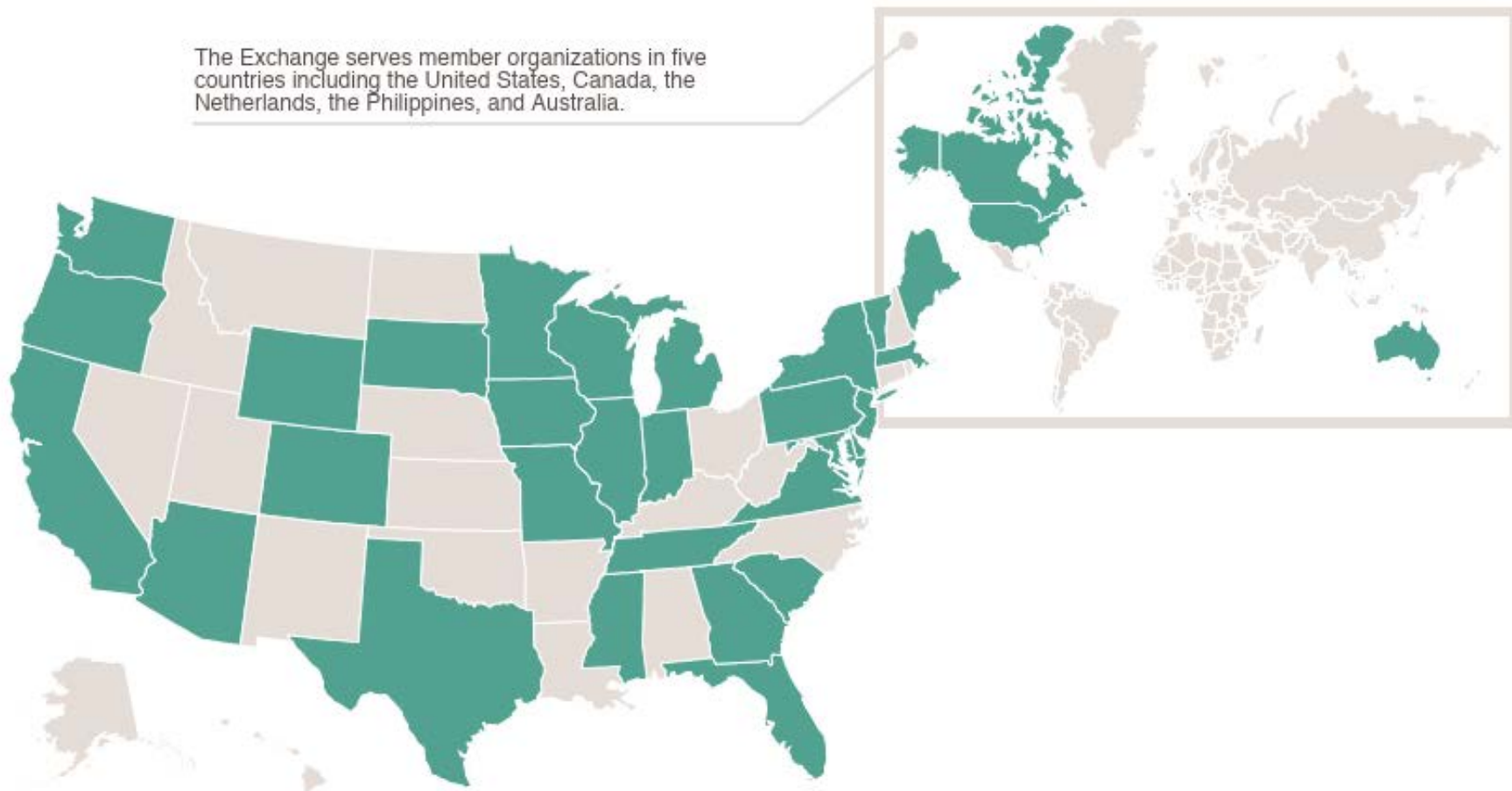
Above are the recent goal completion rates for our Greater Boston families.

Families who successfully participate for 3-5 years have been shown to (on average)-


- Increase employment rates **to 97%**
- increase their incomes 71% **to \$45,411/year**
- Increase credit scores **by 108 points**
- Increase rates of college completion **to 74%**

90 organizations (12 public agencies) are now using Mobility Mentoring informed approaches

The Exchange serves member organizations in five countries including the United States, Canada, the Netherlands, the Philippines, and Australia.



Economic Mobility Exchange Member Organizations



Better Lives Through Science