Becoming a Mentor

“A mentor is a person who leaves a living legacy behind in the form of people who have benefited from the mentor’s life experiences.”
What makes a good Mentor?

- Patience and understanding.
- Listening skills.
- Willing to give more than receive.
- An ability to engage in a potentially long-term relationship.
- Respect.
Expectations of a Mentor

- Professional values, personal integrity, and ethical conduct should form the basis of the mentoring relationship.
- Relationships must be strictly professional.
- The focus should be to motivate, support, guide, and develop.
- Ultimately, a mentor should be able help the participant realize their own potential.
Questions and Answers

- What is the purpose of Mentorship?
  - Mentorship is to encourage professional growth for anyone interested.

- What is the goal of Mentorship?
  - The goal is to provide guidance, support, and understanding by sharing experience, knowledge, and wisdom to help staff realize their full potential.
How is a mentor different than a supervisor?

A supervisor coaches staff to get specific tasks done, establishes policies and procedures for staff, evaluates staff performance, and directs career development. A mentor shares knowledge and experience with others and assists employees to realize and achieve their potential.
What are the benefits to the participant?

- The participant receives encouragement, support and affirmation and may explore new ideas and alternatives.
- Exposure to people who can open doors to new growth, provide insight, and forge appropriate informal relationships.
- Tie into organizational priorities and receive stimulus and confidence to achieve new goals.
What are the benefits to the mentor?

- The mentor may benefit from helping to build the participant’s confidence.
- There is an exchange of information and knowledge which can cause the mentor to reexamine his/her own standards and philosophy.
- The mentor is enriched by sharing knowledge, expertise, influence, and seeing the participant develop.
What is the length of the mentoring relationship?

Participants determine the length of the mentoring relationship. For some, it may involve only a single contact; for others, it may involve an ongoing relationship.
What makes the mentoring relationship successful?

- Both mentor and participant must first be willing to invest time and energy into building the relationship.
- Candor with one another, trust, mutual respect, honors confidences.
- A desire to develop the relationship into one based on honesty, confidence, and integrity.
How do I ensure a good match?

- Identify what you would like to accomplish.
- Your choice of a mentor should be someone who you can work with and can help you make progress towards your goal.
- Discuss your mutual expectations in light of your goal.
- Focus the relationship based on these discussions.
Participation on its own will not guarantee any special privilege. However, combined with participation in career development activities and a Leadership Work Plan, it can enhance your skills and make you a more competitive candidate for promotion.

Does participation help me get a promotion?
Do…

- …stay flexible.
- …be open to change.
- …display a sense of humor.
- …encourage them to solve their own problems.
- …take the opportunity to view this a learning experience for you too.

Don’t…

- …do all the talking.
- …take advantage of the relationship.
- …assume you know it all.
- …solve their problems for them.
- …forget, they may not understand what it is you’re trying to tell them.
“Remember, this is a journey that can take time to create, time to grow, time to change… until it’s time to move on.”