

Develop the Mentoring Mindset

Mentoring is...

Voluntary:

- Both mentor and protégé must want to learn and grow from the experience.
- Both must be willing to end the relationship in a positive way if it is unproductive
- There is no guaranteed or implied reward for participation, such as career advancement, goal completion, etc.

Goal-oriented

- Protégé must identify goals and priorities to focus mentoring experience.
- Mentor may influence, but must respect those goals

Developmental

- Mentoring is not managing.
- Mentoring is about knowledge sharing, career development, and personal growth

Key success factors for the effective Mentor:

- Desire: to help someone else grow
- Time: to commit 2+ hours a month
- Patience: to let the protégé lead
- Humility: to let others learn from your mistakes
- Willingness: to learn and grow from the mentoring experience as well.

Expectations of the Mentor

- Take interest in your protégé's personal and professional development.
- Help your protégé set realistic expectations and goals for mentoring.
- Model and encourage professional behavior and leadership attributes.
- Dedicate quality time for your protégé and follow through on commitments.
- Help your protégé develop his/her professional network.
- Facilitate rather than direct your protégé's decision-making and problem solving.
- Give candid, specific, constructive feedback. Address negative behaviors and attitudes directly but constructively.
- Encourage and support a mutual exchange of ideas. Be a sounding board and offer encouragement.
- Help the protégé keep goals and problems in perspective.
- Share your own past struggles, challenges, and accomplishments.
- Establish and maintain an environment of trust, openness and comfort for your protégé
- Build self-confidence and self-reliance. Seek to inspire and motivate.
- Avoid encouraging the protégé to be overly dependent on you; help protégé find guidance from other sources as well.
- Cultivate self-directed learning and development skills and attitudes, the desire to learn.
- Be honest and candid in all dealings with protégé.