

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.

Protégé driven

- Protégé must take responsibility for proactive self-development and draw upon mentor for guidance, expertise, and wisdom
- Mentor facilitates and guides, but does not lead or direct.
- Mentoring is not an intervention to fix a problem or deficiency

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.

Expectations of the Protégé...

- Be proactive. Take the initiative and responsibility to develop you.
- Articulate clear and specific developmental goals and communicate them to your mentor.
- Suggest ways your mentor can help, but be willing to accept what she or he is able and willing to offer.
- Be willing to embrace new ideas, to learn and try new things.
- Be sensitive to your mentor's time constraints; keep appointments with and commitments to him or her.
- Commit to self-development, to investing time and effort to increasing knowledge and competence.
- Accept feedback graciously; make genuine effort to implement changes that will help achieve goals.
- Balance enthusiasm and self-confidence with humility – be willing to make mistakes and learn from them.
- Avoid being overly dependent on your mentor; seek guidance from other sources as well.
- Seek your mentor's input on specific projects.
- Demonstrate willingness to expand your own network.
- Be honest and candid in all dealings with your mentor.