

Mentoring at Work

Session 1: How Mentoring Works

Today's Topics

Today we will explore the basics of mentoring in the workplace by discussing the following topics:

- The definition of mentoring
- The benefits of mentoring relationships
- The role and responsibilities of mentees and mentors
- The different types of mentoring relationships



Audience Response

How would you describe mentoring?

What is Mentoring?

Mentoring is a relationship between two people with the goal of personal and professional development.

The "**mentor**" is usually an experienced individual who shares **knowledge, experience, and advice** with a less experienced person, or "**mentee**."



Where Mentoring Fits



LEARNING FROM WORK

- Challenging Work Experiences
- Problem Solving
- Practice
- Collaborating



LEARNING FROM OTHERS

- Coaching
- ✓ **Mentoring**
- Feedback



STRUCTURED LEARNING

- Courses
- Programs
- Instructor-Led Training

70-20-10

Mentoring is not...

A guaranteed promotion

A substitute for supervision

A friendship

A one-way street

A passive relationship



How does mentoring benefit mentees?

- Real-time help for performance needs
- Gain (tacit) know how
- Increase career passion
- Receive career guidance from an unbiased source
- Grow your support network
- Gain fresh insights and perspectives



Mentor Responsibilities

- Assist in the development of the **mentee's** current interests, and to set realistic career goals.
- Offer positive and constructive feedback.
- Share personal experience and knowledge.



Mentor Roles

- Networker
- Advisor
- Teacher
- Coach
- Guide
- Sponsor



Mentee Responsibilities

- Communicate career aspirations clearly.
- Seek feedback and advice.
- Take charge of setting the direction for the relationship.



Mentee Roles

- Willing
- Active
- Accepting
- Respectful
- Prepared



Types of Mentoring

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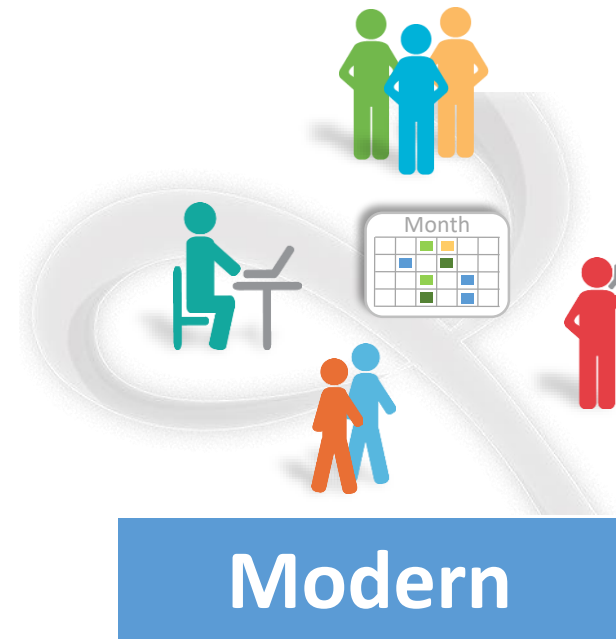


Mentoring That Works



Traditional

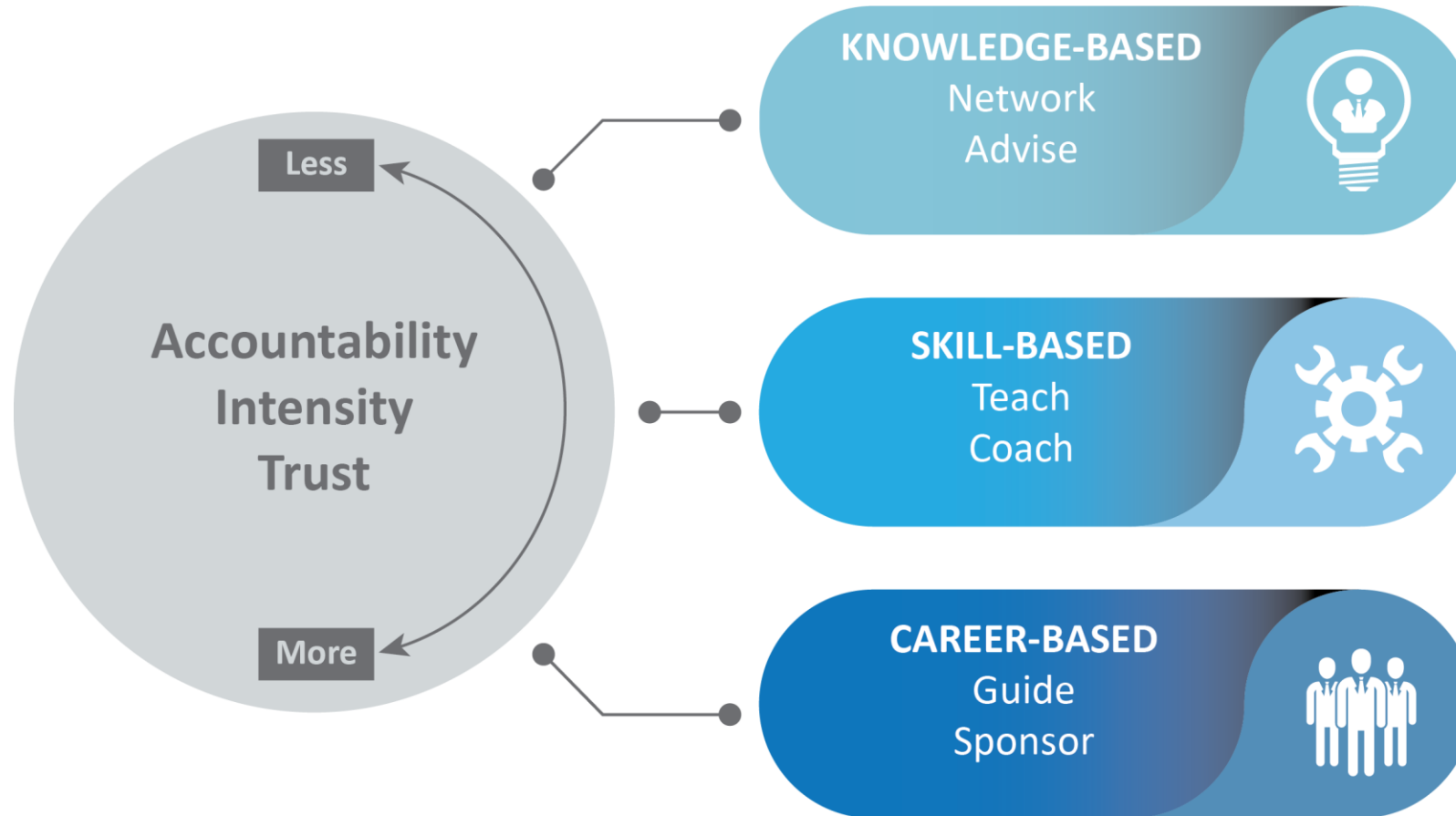
Fixed
Face-to-face
Long-term



Modern

Fluid
Virtual
Flexible-term

Mentoring Levels



Summary

Mentoring is defined as a developmental *“relationship”*

Both the mentee and mentor have responsibility for the success of a mentoring relationship

Both mentor and mentee have specific roles to ensure success

Mentoring today can serve many uses and can be highly flexible

Session 2: January 16th 12-1 pm CST

- Complete the mentoring worksheet from Session 1 (receive via email)
- Save the date for Session 2

