

Mentor Relationships

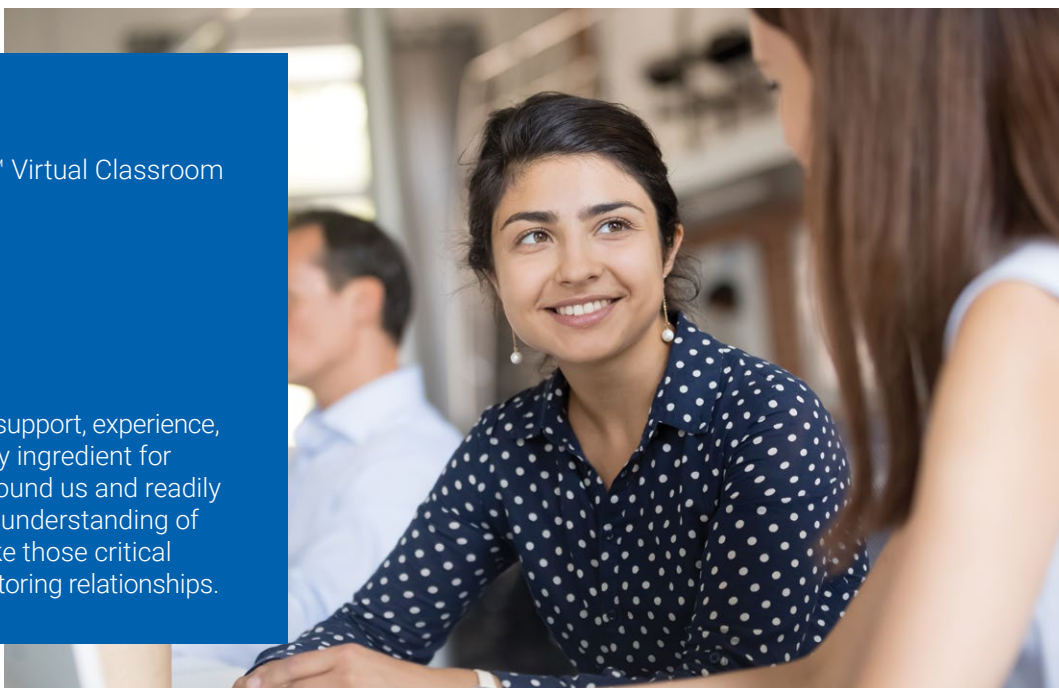
Adapted from the CUES Elite Access™ Virtual Classroom Course: *Mentoring at Work*



Presented by:

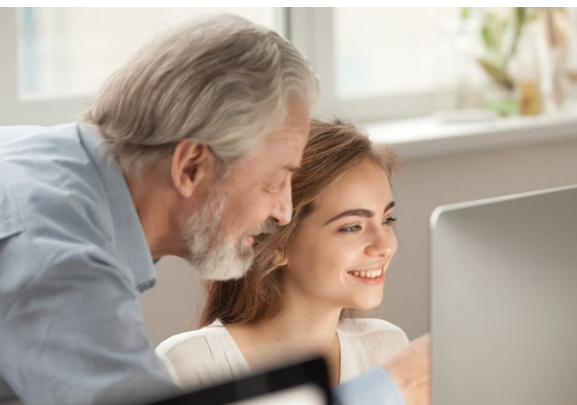
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Mentors provide the guidance, support, experience, and wisdom that is often the key ingredient for career success. Mentors are all around us and readily available. Often all we need is a better understanding of how mentoring works to be able to take those critical first steps in establishing effective mentoring relationships.



KEY TAKEAWAYS

- » Mentoring is a learning relationship between two people with the goal of personal and professional development
- » Mentors can provide support in many areas including:
 - **Networking** – assisting in approaching those who can provide training, information and assistance
 - **Advising** – serving as a reliable source of instruction
 - **Teaching** – showing and explaining how to develop skills
 - **Coaching** – offering advice to improve performance gaps
 - **Guiding** – navigating and understanding the organization
 - **Sponsoring** – helping create opportunities
- » In establishing a mentoring relationship, be sure to discuss logistics and boundaries, and identify goals
- » As a mentor relationship is established, continue to expand and build trust through regular check-ins, and engage in meaningful goal-focused discussions



TAKE ACTION

The following questions/statements are provided for you to reflect on and identify next steps in your own development. Use these questions to move from knowledge to action.

- » Do you have or want to have a formal or informal mentorship?
- » What do you feel you could offer someone as a mentor?
- » How do you feel you could benefit from having a mentor?
- » What goals do you have for a/your mentor relationship?
- » How would you approach and ask someone to serve as your mentor?
- » What is important for you to understand prior to agreeing to serve as someone's mentor?

Want more information about this topic? Visit cues.org/mentoringatwork to watch the recording.

Visit cues.org/professional-development-and-events to see all CUES Elite Access courses.

ADDITIONAL RESOURCES

If you are interested in learning more about this topic, we encourage you to check out **CUES Learning Portal** for pathways and other content on this subject. You may also find additional CUES Elite Access courses or Webinar recordings on this subject.

