

OBJECTIVES

What mentoring is and is not

Different types of mentors and mentoring goals

Framework and guides for successful mentoring



BEING AN EFFECTIVE MENTOR AND MENTEE

TWO TYPES OF MENTORS: TECHNICAL AND
DEVELOPMENTAL
WHICH ONE ARE YOU? ONE OR BOTH?

CONFLICTS IN ROLES

Boundaries are important between mentoring, being friends, and directing (supervising).



CONFLICTS IN ROLES



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A mentee should have multiple mentors within a network who can help with different issues.

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CONFLICTS IN ROLES

A mentee should have constellation of mentors within a network who can help with different issues.

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THE MENTORING RELATIONSHIP:

75B'5'Î 6CGG' '5@G' 695'G D9FJ=€99Ŋ

DEVELOPMENTAL MENTOR?

75B'5'6CGG5@G'69'5'G D9FJ=€99G

DEVELOPMENTAL MENTOR?

the boss

mentor

GETTING STARTED: DIALOGUE

eb bk l opel r ia l abi efp ib afkd l cc biifkd pl b efkd l r ebfo
md dppfl k i

eb bk l opel r ia ipl bii if fba l r k l r el ebfo

STRUCTURE EXPECTATIONS

eb | nb bk fbp db af₃ faba fk | d r opb fl kp



STRUCTURE EXPECTATIONS

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\$ PHQWRUV VKRXOG EH IUDQN LQ WKHLU DVVH
while conveying that the ultimate decisions (autonomy) path are their own to make. DERXW WKH PHQW

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MENTOR AND MENTEE FIT?

It is easier not to hire than to fire
time thinking through the pros and cons before agreeing to a mentoring relationship.

no longer productive, helpful for the mentee, or otherwise not meeting its goals.

Once you realize that a mentoring relationship is not effective, think carefully about when and how to end the relationship.

MENTOR AND MENTEE FIT?

One size does not fit all; if a bad fit/mismatch is identified:



MENTOR AND MENTEE FIT?

MENTORS

Ability to create positive change by sharing your wisdom, expertise, institutional knowledge and political savvy.

Gain new and rewarding perspectives

Enhance your own communication and leadership abilities

Achieve a sense of fulfillment by assisting another person fulfill their goals.

EXPECTATIONS OF MENTOR

outside of the workplace?

Is it okay to discuss topics

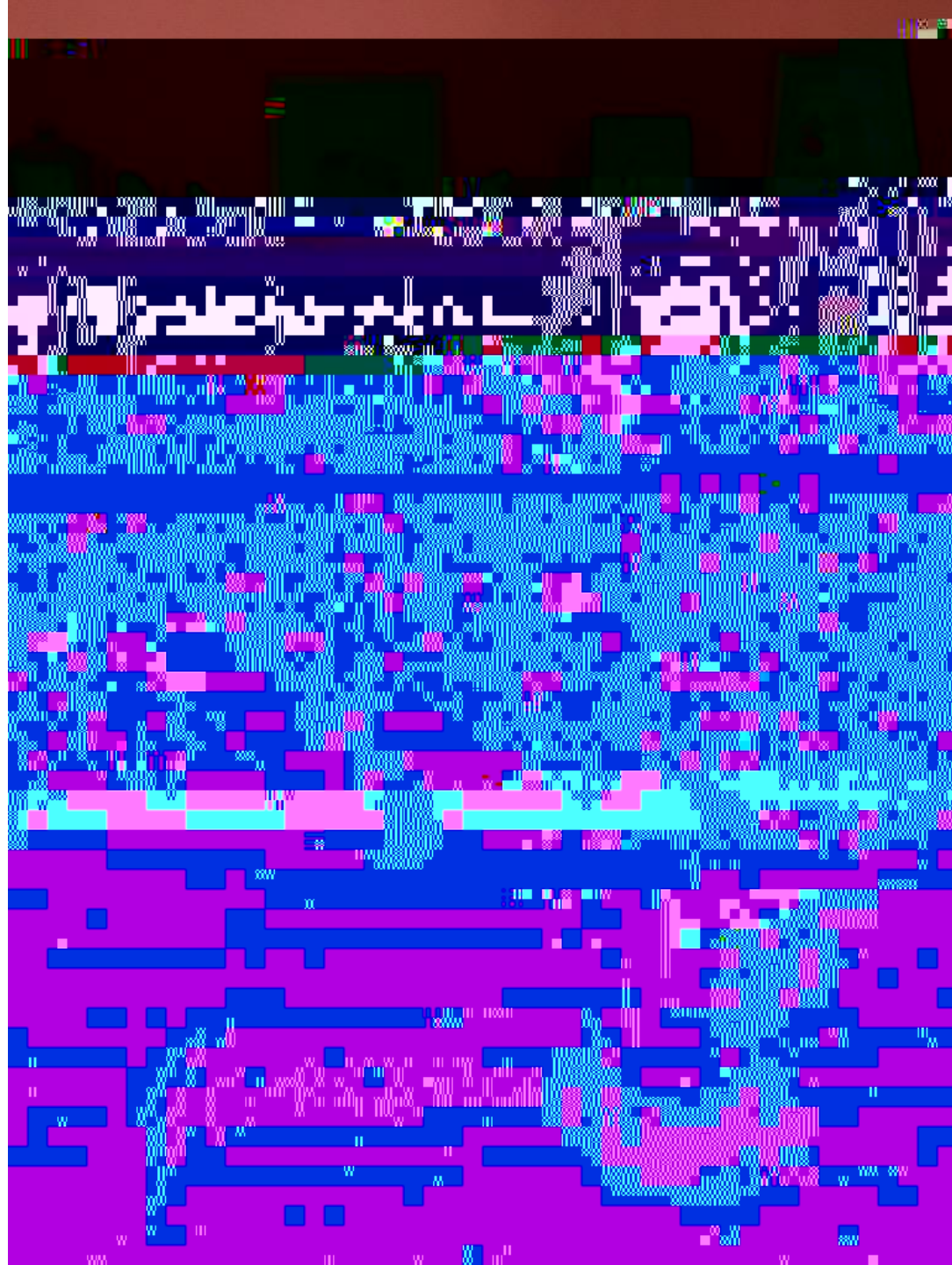
EXPECTATIONS OF MENTOR

MENTEES RESPONSIBILITIES

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MENTEES RESPONSIBILITIES

QUESTIONS?





REFERENCES

Mentoring Toolkit