

Key Skills of a Mentee and What A Mentee Can Expect

In contemporary mentoring a mentor does a lot more listening than talking. A mentor's role isn't to tell a mentee what to do, it is to act as a guide.

A mentor asks questions and draws out the mentee's own thoughts before offering guidance and providing additional options.

A mentor challenges, offers a different perspective, another point of view and provides support.

Don't expect the mentor to solve your problems for you or to provide quick fixes.

Key Skills of a Mentee

- 1. The ability to actively listen, this involves questioning to make sure you have understood correctly**
- 2. Questioning to explore additional options and consequences**
- 3. Questioning to clarify**
- 4. Being prepared to act on what has been agreed with your mentor**

The Mentee's Role in the Mentoring Process

- 1.** To own and take responsibility for discussion content.
- 2.** Be open to developing your self-awareness and to making changes as you work on your professional development.
- 3.** Be open to what the mentor has to say and to their advice; this doesn't mean you have to agree with it. It does mean you should receive it, reflect upon it and then decide whether you agree and wish to act on it.
- 4.** Reflect between sessions on what has been discussed.
- 5.** Take the action agreed.

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What You Can Expect A Mentor To Do

- Provide an outside perspective on you, your career and/or business.
- Listen, in confidence to the things that are worrying you about your business or career.
- Help you by sharing their own experience of failures and successes.
- Give you friendly, unbiased support and guidance.
- Provide honest and constructive feedback.
- Be a sounding board for your ideas.
- Facilitate your decision-making by suggesting alternatives based on personal experience.
- Provide ongoing support and encouragement.

A Mentor Is There To:

- Guide you to look at a wide variety of options and consider alternative courses of action in order to help you solve problems for yourself, rather than to give answers or provide solutions
- Help you gain new personal skills, experiences and knowledge.

- Help you to develop new attitudes and behaviour, and therefore improve your career performance.
- Release and develop your own resourcefulness – it is up to you to decide whether to use the information you receive from your mentor.

MENTORS PULL – THEY DON'T PUSH

A mentor never “pushes”, whether by telling, instructing or giving advice.

MENTORS PULL

- They listen to understand
- They ask questions
- They will paraphrase and summarise discussions
- They can suggest options
- They will give feedback
- They can offer guidance
- They help you to solve your problems – but they won't solve them for you.

Remember – it is NOT your mentor's responsibility to make your career a success; the ultimate responsibility for making your career successful is down to you.