

## Mentor Resources

### Questions to explore with your mentee:

- What is your motivation to enter into this partnership?
- What are you hoping to gain from this partnership?
- What type of role would you like me to play as a mentor?
- What are topics we might want to explore?
- What are your strengths and development areas?
- How would you like to go about achieving your learning goals?
- Are there any ground rules we want to establish for this partnership?
- How should we communicate and what will be the regular meeting schedule?
- What criteria do we want to use to evaluate the success of our partnership and how will we measure success?

### What it takes to be a good mentor:

<b>Performance Expectations</b>	<ul style="list-style-type: none"> <li>• Understands the role of mentor and what the mentee expects of them</li> <li>• Listens actively and encourages open communication</li> <li>• Maintains ongoing contact with mentee</li> <li>• Creates a safe, risk-taking environment</li> <li>• Refrains from passing judgment on the mentee's ideas and actions</li> </ul>
<b>Time Commitment Obligations</b>	<ul style="list-style-type: none"> <li>• Meets with mentee on a regularly scheduled basis</li> <li>• Sets realistic expectations concerning availability</li> <li>• Devotes energy needed to maintain a productive relationship</li> </ul>
<b>Mentor "Citizenship"</b>	<ul style="list-style-type: none"> <li>• Leverages available learning opportunities to improve mentoring/ coaching abilities</li> <li>• Maintains privacy/confidentiality of conversations, but recognises when professional help is needed</li> <li>• Supports and provides inputs to improve the mentoring program</li> <li>• Assists in building skills and knowledge by discussing specific topics and coaching particular skills</li> </ul>
<b>Development Partner</b>	<ul style="list-style-type: none"> <li>• Supports "self-guided learning" by asking penetrating questions and pushing for insights; empowers mentee to solve problems and build self-awareness</li> <li>• Acts as a sounding board</li> <li>• Challenges mentee to move beyond their comfort level</li> <li>• Helps mentee explore potential career options and development opportunities</li> </ul>
<b>Role Model</b>	<ul style="list-style-type: none"> <li>• Demonstrates high-performance in current role</li> <li>• Demonstrates initiative and intellectual curiosity</li> <li>• Exemplifies firm values and conducts him/herself professionally and ethically</li> <li>• Demonstrates "big-picture" thinking</li> <li>• Exhibits empathy and understanding</li> </ul>
<b>Broker For Resources</b>	<ul style="list-style-type: none"> <li>• Recognises that they may not always have the answer</li> <li>• Suggests resources that could assist the mentee</li> <li>• Identifies other individuals that the mentee could network with</li> </ul>