

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:

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