

MENTORING TIPS

Tips and ideas to Share with Your Mentee

Begin with your own experiences:

- What do you wish you had known when you first started your career path?
- What advice would you give yourself then?
- Why did you choose the career you have?
- Who helped you along the way?
- What did you learn back then, that you could now share with your mentee?

Share what you know now:

- Failures, triumphs, how did you overcome them and how did you celebrate yourself?
- What and why are some leadership skills that are important to you?
- Share an example of a leadership skill that you have struggled with, and overcame.
- Provide insight and wisdom on handling a difficult decision/situation at work. What strategies did you use to best handle the situation and what outcome did you have?
- Share your work ethics and values and why these are important to you?

Provide perspective:

- Share the importance of workplace collaboration and having an open mind.
- What was the most important lesson you have learned about working with different people and how it helped you maintain those relationships?
- Share with your mentee a different way of looking at a negative situation and how to examine it from the other person's point of view to gain understanding.
- Be candid with your feedback and guidance; your perspective could be one that your mentee has never experienced.

Enjoy the benefits of being a mentor:

- Gain a sense of fulfillment for sharing your wealth of knowledge and experience.
- A deeper appreciation for the value you have to offer.
- Practice your leadership and communication skills.
- Exposure to new and different perspectives and learning from someone else.
- Relationship building.

Quick tips on how to be a great mentor:

- Encourage reflection and highlight your mentee's growth.
- Hold your mentee accountable for their growth.
- Listen, learn, support, and guide.
- Be flexible and respect diverse perspectives on a topic or issue.
- Be yourself at all times.