

- ✓ Where the word mentor comes from
- ✓ What mentoring is not
- ✓ What is mentoring?
- ✓ Key qualities in a mentor
- ✓ What do I want from a mentor?

Top 5 tips in finding the right mentor



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1. Where the word mentor comes from:

Going back to the ancient Greeks or Indian mythology, “mentorship” comes from people in war needing someone’s guidance. The mentor in these cases helped the mentee look within and imparted their wisdom so the mentee could become whole.





2. What mentoring is not



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- Mentoring is not 1:1 coaching to walk mentees through a tactical task
- Mentoring does not require mentor expertise in a specific industry or topic
- Mentoring is not accomplished as a 'quick fix'
- Mentoring does not require a commitment to a lifelong relationship
- Mentoring is not limited to one fixed goal and can evolve over the course





3. What is mentoring?



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- Mentors foster personal responsibility, growth and development
- Have regular and interrupted sessions. No technology distractions
- Written and shared updates and goals that focus on achieving results
- Structure and accountability to maximize time and investment
- Feedback is given openly and without 'dressing'



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4. Key qualities in a Mentor:



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- Demonstrated wisdom and experience
- Good listening skills
- Committed to, and takes responsibility for supporting personal and business growth
- Strives to achieve personal and business goals
- Open to feedback and challenges from others





5. What do I want from a mentor?



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- What do you want to accomplish professionally and how can your mentor help you get there?
- Do you need a sounding board or are you looking for someone to take a more active approach?
- What are you hoping to learn from your mentor?
- What level of commitment are you expecting?
- Are you willing to invest 12 months to make deep changes?



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BONUS TIP: How to run your mentoring sessions:



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MENTORING SESSION WORKSHEET

Date:

Mentee

1. List of my TOP GOAL(S) in order of priority

- (Example) Build a GREAT place to Work?
(How to measure and/or know if this is true)

Mentor

1. What are my GOAL(S) from this relationship?

- _____
- _____
- _____
- _____

2. Is my goal SMART?

- Specific:
- Measurable:
- Attainable
- Relevant:
- Time-bound:

2. Is my mentee's goal SMART?

- Specific:
- Measurable:
- Attainable
- Relevant:
- Time-bound:



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MENTORING SESSION WORKSHEET

3. Some background/issues/challenges about me that my mentor should be aware of.

- (Example) New boss doesn't trust me and I am getting worried or my marriage is having issues.

3. Some background/issues/challenges about me that my mentor should be aware of.

4. Areas that I may be able to bring value to my mentor

- (Example) Let other colleagues in corporate space know about the program

4. How can I best help my mentee?



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