YOU THE MENTOR

Share knowledge and experience

Ensure the mentee's aims and needs are at the center

Focus on development - help the mentee build their own judgement, knowledge and skills

Manage the balance of listening and talking, advice giving with questioning

Be a connector - provide access to people, resources and information

'A lot of people have gone further than they thought they could, because someone else thought they could'

Zig Ziglar
YOU THE MENTOR

'Mentoring is a brain to pick, an ear to listen, and an occasional push in the right direction'

John Cosby

Not a counsellor
- refer to EAP if need to.

Not a surrogate manager
- they have a manager

Not taking on issues
- reflect back eg 'I can see that this a concern for you'