

The Role of **Mentoring** in Career/Professional Development.

By Rume Daniels



Mentoring

Mentoring is a reciprocal and collaborative at-will relationship that most often occurs between someone who has achieved in a certain field (Mentor) and a person or people who are taking the journey as well (Mentee) for the purpose of the mentee's growth, learning, and career development.



The Purpose of Mentoring.

- The purpose of mentoring is to tap into the existing knowledge, skills, and experience of senior professionals and transfer these skills to newer or less experienced professionals in order to advance their careers.





Benefits of A Mentoring Relationship.

1. Growth and Development.
2. Improved Skills.
3. You reduce time wasting.
4. It saves you money.
5. Improved perspectives.
6. Improved decision making.
7. Access to quality networking.
8. You enjoy Open Doors.
9. Leverage for career success.
10. It reduces uncertainties for you.
11. Confidence is Boosted.

For The Mentor

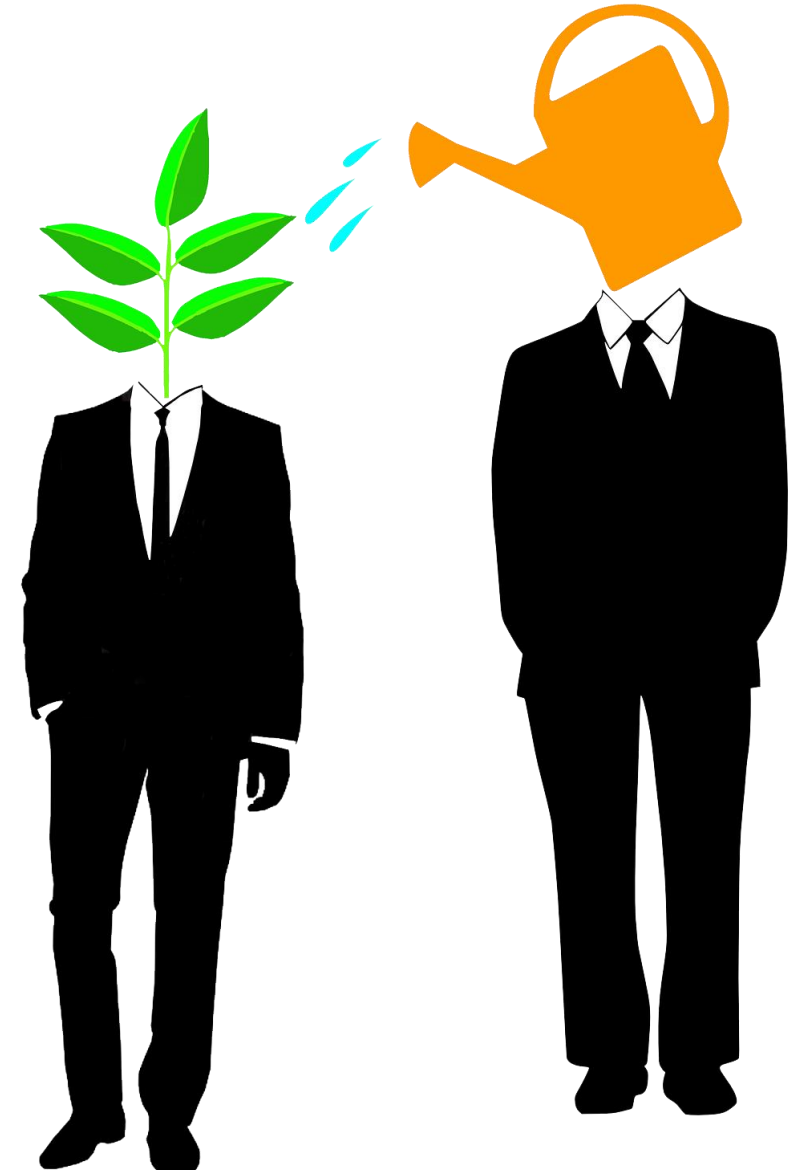
1. It reinforces your knowledge.
2. Gives you Courage.
3. It develops leadership Competences.
4. Career Progression.



Qualities of a Good Mentor.

A Good Mentor...

- Has great results. Has achieved things.
- Has good character.
- Is accessible and open.
- Is an encourager.
- Is willing to share and impart knowledge and skill.
- Is willing to give of his/her time and wisdom.
- Is Patient.



Qualities of a Good Mentee.

1. Willingness to submit to mentoring and learning.
2. Ability to ask quality questions.
3. Respects the mentor's time.
4. Is not after the mentor's material things.
5. Shows appreciation and gratitude.
6. Is respectful and shows courtesy.
7. Accepts criticism graciously.
8. Is honest and open.
9. Is humble.
10. Listens, watches, learns, implements and grows.



Laws of Mentoring.

- The Law of Purpose and intentionality.
- The Law of Mutual Respect.
- The Law of Limited Responsibility.
- The Law Mutual protection.
- The Law of Inspection.
- The Law of Pursuit.



How To Get A Mentor.

- Through Service.
- Organizational association.
- Requesting for mentoring.
- Signing up for mentoring.



Responsibility of the Mentor.

- Must be willing to share of his time.
- Willingness to share of their experience.
- Willingness to loan their credibility to the mentee.



Responsibility of The Mentee.

- Willingness to learn.
Visible hunger and desire.
- Willingness to implement lessons.
- Ability to take corrections.
- The Mentee **pursues** the Mentor.



Stages of Mentoring.

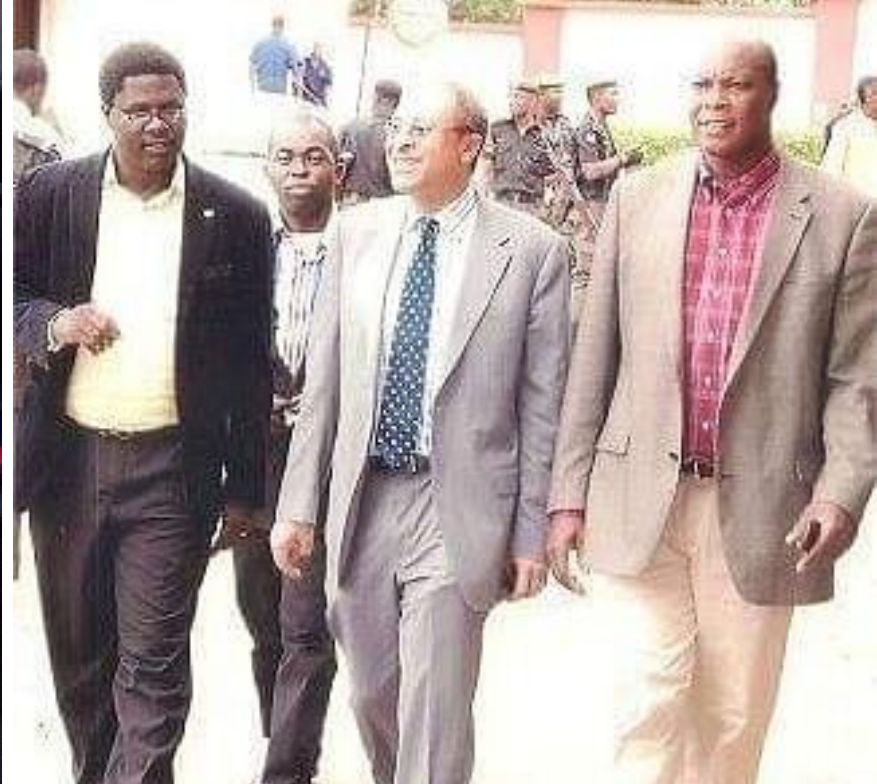
- 1. The Dependent Stage.*
- 2. The Independent Stage.*
- 3. The Interdependent Stage.*



Benefits of Establishing Mentoring Programs for Our Organizations.

1. Improved personal and career development.
2. Improved onboarding and productivity.
3. It supports a learning culture.
4. Leadership development.
Attracting, raising and keeping talent.
5. It allows for **Reverse Mentoring.**





LOOK_{for}
a MENTOR,
not a tormentor.

#MentorNotTormentor

Thank You.



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