



The Value of Mentorship

Who are mentors?

Mentors are wise and trusted advisors who help you see the bigger picture and highlight shortcuts to reach your final goal.

Myths About the Mentor/Protégé Relationship

- Mentors are going out of style.
- It is best if mentors are older than protégés.
- Mentor/protégé relationships need to be close and last a long time.
- The relationship benefits the protégé more than the mentor.
- A person cannot have more than one mentor or protégé at a time.
- Healthy mentor/protégé relationships won't run into difficulties.
- Mentors are the easy way of getting ahead.

Roles and Responsibilities

Establishing some basic roles and responsibilities can ensure a successful mentor/protégé relationship. The following chart outlines a few roles for the mentor, the protégé and for the mentor and protégé together.

<i>Mentor</i>	<i>Protégé</i>	<i>Mentor & Protégé</i>
Provide guidance based on past business experiences.	Shape the overall agenda for the relationship – know what you want!	Identify roles the mentor can play to help the protégé achieve goals.
Create a positive counseling relationship and a climate of open communication.	Establish realistic and attainable expectations.	Develop an action plan to achieve agreed upon goals.
Help protégé identify problems and solutions.	Be open in communicating with your mentor.	Determine level of structure in the relationship.
Lead protégé through problem solving processes.	Establish priority issues for action or support.	Communicate on a regular basis.
Offer constructive criticism in a supportive way.	Don't expect your mentor to be an expert in every facet of your business.	Set milestones to monitor success of reaching goals.
Share stories, including mistakes.	Solicit feedback from your mentor.	Set the agenda for each meeting.
Assign "homework" if applicable.	Come prepared to each meeting to discuss issues.	Schedule formal meetings and cancel only when absolutely necessary.
Refer protégé to other business associates.		Establish guidelines for telephone calls; i.e. calls at home are or are not acceptable.
Be honest about business expertise.		
Solicit feedback from protégé.		
Come prepared for each meeting to discuss issues.		

When should I consider being a Mentor or Protégé?

<i>You may choose to be a mentor when...</i>	<i>You may choose to be a protégé when...</i>
You have the capacity and desire to provide support to a fellow businesswoman.	You have the capacity to develop a relationship with a mentor.
You have life and work experiences to share with a protégé.	You are ready to take the next step in your career.
You are looking for a way to give back to the community and other women.	You are hoping to learn from the experiences of others.
You have a strong professional network.	You are looking to build your professional network.
You would like to meet someone who finds themselves in a similar situation to one you've been in before.	You would like to meet someone who has been in your shoes before.
You welcome the idea of learning from a protégé.	You welcome the idea of learning from a mentor.

Mentoring Keys to Success:

- 1) Develop a standard routine and stick with it
- 2) Get to know one another
- 3) Set mentoring goals
- 4) Have a purpose each month and prepare for each meeting
- 5) Provide general support for one another throughout the month

