

Top 10 things to consider before being mentored

Supplied by: The Development Company Limited



Being mentored is such an enriching life experience. Here are our ten top tips to think about before committing to being mentored:

1. Commit to the process of change – change *can* be painful, it can be hard work, and it can raise unexpected emotions. You have to be prepared for the pain.
2. Fully commit to the process. Turn up, be prepared, keep an open mind, and accept that it may be hard work to juggle being mentored, and fit in your other commitments.
3. At the very start, agree expectations with your mentor – clarify your goals, agree roles and responsibilities, boundaries, expectations, confidentiality issues, how often you meet, for how long, where and how you will communicate with each other.
4. It is *your* process – so own it.
5. Commit to the actions you agree to.
6. If you cannot complete an agreed action, let your mentor know.
7. Be honest and open – you are wasting your time, and their time, if you hold anything back.
8. If it isn't working out, you can change your mentor. (See tip 4). We'd advise you to discuss it first with your mentor, have examples for them, see if you can work things out mutually, and, – if you can't work it out - ask for a change of mentor.
9. At the end of the process – say a formal goodbye to your mentor. This can be a recommendation, a personal letter, a card, a goodbye lunch.
10. You have been through the enriching life experience of being mentored. Can you pass this on, and mentor someone?

The Development Company provides training, coaching and consultancy to organisations who wish to use mentoring as part of their learning and development offering to their staff. We provide:

- In-company tailored training courses
- In-company seminars, including large conference seminars
- One to one coaching
- Consultancy and design of your unique mentoring system
- External mentors

Top 10 Tips supplied by...

The Development Company Limited
Ireton House
9 Sunny Side
Earls Barton
Northamptonshire
NN6 0EX
Tel: 01604 810801
training@thedevo.com
Web: www.thedevo.com

