

# MENTORING



*Mentoring*  
is a BRAIN   
to PICK  
an EAR  to  
LISTEN  
and a  
PUSH   
in the right  
direction ↗

JOHN C. CROSBY



Mentoring is  
to **support and encourage** people  
To **manage their own learning**  
In order that  
They **maximize their potential,**  
**Develop their skills,**  
**Improve their performance** and  
**Become the person they want to be.**



# Why mentoring?



# MENTOR

DIRECTION LEADERSHIP COACHING  
ADVICE TRAINING INSPIRE SUPPORT  
MOTIVATION SUCCESS



## Two scenarios

- ❖ As a mentee
- ❖ As a mentor



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*I had many mentors, and they  
didn't know it.*

Maggie Wilderotter - QUOTESTATS.COM



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Who else can be your  
mentors?



God/Divine/Source







# Yourself







## Peers

- ❖ Learning together on the job and exchanging notes/discussions
- ❖ Team work
- ❖ 1+1 makes .....











## **Don'ts of Mentor**

- × Protect from experience
- × Prioritize my schedule over others
- × Force/Take over
- × Discourage by being over-critical
- × Lose balance
- × Breach Trust



## **Dos of Mentee**

- ✓ Taking initiative
- ✓ Ask/Establish open communication
- ✓ Open to 'LUR'
- ✓ Accept responsibility
- ✓ Act on the feedback
- ✓ Welcome mistakes/experiences
- ✓ Maintain professionalism
- ✓ Beware of the ego trap
- ✓ Respect Confidentiality
- ✓ Be realistic and positive



## **Don'ts of Mentee**

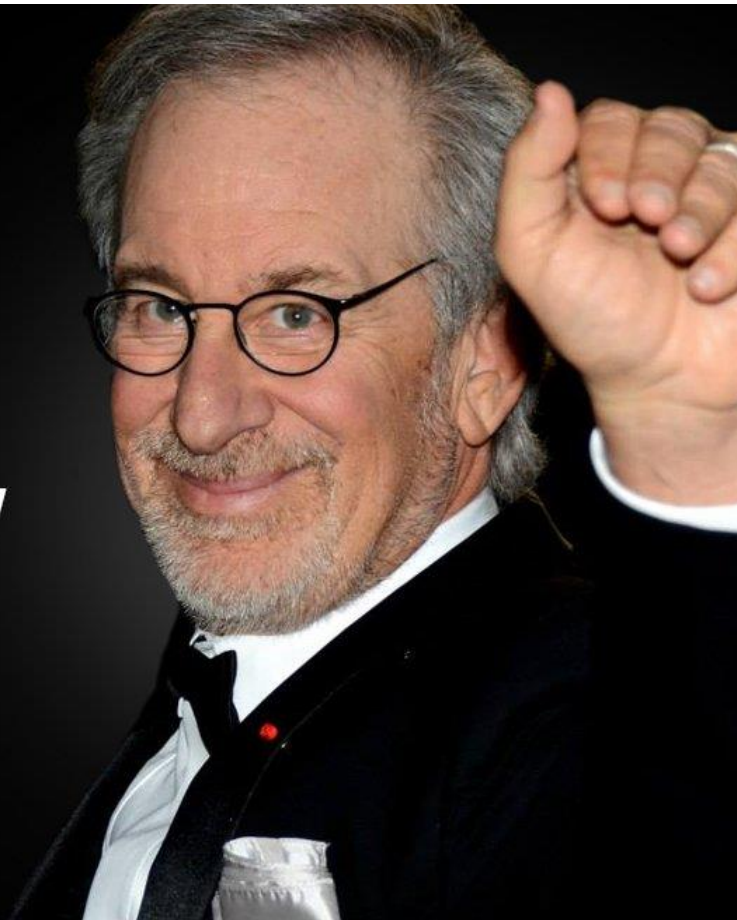
- × Fall into the trap of perfectionism
- × Carry labels on your head
- × Be defensive or argumentative
- × Ask for advice on everything
- × Take undue advantage of your mentor
- × Lose sight of own individuality
- × Give up
- × Bottle it up



The delicate balance  
of **mentoring someone**  
is not creating them  
in your own image, but  
giving them the **opportunity**  
to **create themselves.**

– *Steven Spielberg*

AZ QUOTES



*Thank You*

