

EP 047 MENTORING

SHOW NOTES

OBJECTIVE

- > Develop an understanding of mentoring.

UNDERSTANDING MENTORING

Mentoring is a learning relationship, generally focused on **long term** personal or career **development**. The primary purpose is **to drive personal growth**; building skills, knowledge and understanding. The mentor role is wider than that of a coach and may include opening doors, making connections and sharing experiences.

Mentors **listen objectively** and **act as a sounding board**. They **ask questions** that encourage mentees to look at issues from a variety of perspectives and focus on problem-solving, decision-making, and solutions. They **challenge** traditional ways of thinking and encourage strategies outside of their mentee's comfort zone.

WHEN TO CONSIDER MENTORING

- > When a company is seeking to develop its leaders or talent pool as part of succession planning.
- > When a company seeks to develop its diverse employees to remove barriers that hinder their success.
- > When a company seeks to more completely develop its employees in ways that are additional to the acquisition of specific skills/competencies.
- > When a company seeks to retain its internal expertise and experience residing in its baby boomer employees for future generations.
- > When a company wants to create a workforce that balances the professional and the personal.

BENEFITS OF MENTORING FOR BOTH THE MENTOR AND THE MENTEE

- 1. Increased confidence** (share ideas, process thoughts, stand up for one self, make decisions)
- 2. Higher self awareness** (serious look at one self, values, strengths & weaknesses)
- 3. Exposure to new possibilities** (new ideas to solve problems, new thinking, innovation, curiosity, learning)
- 4. Giving and receiving feedback** (honest discussions on ways to improve, relationship building to open new ways)
- 5. Better communication** (art of asking and listening, leadership development, guidance, legacy).

APPLICATION

- > First, identify a current need where you need mentoring and consider who could become your mentor. Secondly, think of someone who would benefit from you mentoring them and what their need is.

RESOURCES

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