

YOU THE MENTOR



Share knowledge and experience

Ensure the mentee's aims and needs are at the center

Focus on development - help the mentee build their own judgement, knowledge and skills

Manage the balance of listening and talking, advice giving with questioning

Be a connector - provide access to people, resources and information

'A lot of people have gone further than they thought they could, because someone else thought they could'

Zig Ziglar

YOU THE MENTOR



*'Mentoring is a brain to pick, an ear to listen,
and an occasional push in the right direction'*

John Cosby

Not a counsellor
- refer to EAP if need to.

Not a surrogate manager
- they have a manager

Not taking on issues
**- reflect back eg 'I can see that this a concern for
you'**