

## Benefits of Mentoring

- **Mentee** - benefits by developing confidence, learning more effectively and quickly, and acquiring new perspectives
- **Mentor** - benefits by acquiring improved ways of working with people and satisfying the desire to help others
- **Both** - mentor and mentee benefit by developing a wider perspective on their organisation and work
- **Line manager** - benefits by having a more motivated and effective team member
- **Organisation** - benefits by having more fulfilled, committed, resourceful and motivated employees

## Role of Mentor

Effective Mentor Attributes, Skills and Abilities

- Relevant job-related experience and skills
- Well-developed interpersonal skills
- An ability to relate well with people who want to learn
- A desire to help and develop mentees
- An open mind, a flexible attitude
- Time and willingness to develop relationships with mentees
- Enthusiastic - genuinely interested in the mentee and his/her concerns, needs, dreams and aspirations
- Motivating and encouraging - to channel the mentee's energy into constructive change, new challenges and overcoming difficulties
- Open - prepared to share your own experience of similar issues, be honest about yourself, be honest about the mentee
- Empathic - able to appreciate how the mentee thinks and feels and behaves
- Positive in your outlook - able to appreciate the mentee's point of view and see solutions
- A good listener - able to really focus on what the mentee is saying without your own thoughts crowding out the mentee's words

In mentoring, the relationship between mentor and mentee is all-important.

- There is a high degree of trust and mutual regard
- The mentor helps another person become what that person aspires to be
- The mentor helps the mentee to realise his or her potential



