

EMPLOYEE ENGAGEMENT

MENTORSHIP by  
Lakeisha Robichaux &  
Shadrach Stephens

Volume 1 Issue 4

Hack

1

From our recent employee engagement survey, 70% of disengaged professionals do not have an official mentor or advocate. This HACK will assist in establishing a vibrant mentoring relationship that will increase job/career satisfaction.

Self Awareness

Building authentic relationships is the heart of mentoring because the relationship is the vehicle through which mentors help others learn and grow. The mentor and mentee need to be self aware of their traits, beliefs, and values so that a genuine connection can be established.



## The Mentee

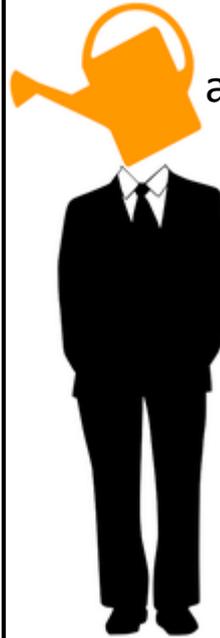
The most successful mentees are those who are motivated and feel empowered to plan and manage the direction of their professional life. They take responsibility for their development, learning, and professional growth. Further, they come to the relationship open to coaching, feedback, and guidance from the mentor. The mentee is the learner who needs to absorb the mentor's knowledge and have the ambition and desire to know what to do with this knowledge. This means that the mentee determines the capacity of the mentoring connection. The mentee decides upon the amount of help and guidance he/she needs.



## The Mentor

Mentoring is an active partnership between committed employees to foster professional growth and career development. Mentors may share with a mentee information about his or her own career path, as well as provide guidance, motivation, emotional support, and role modeling. A mentor may help with exploring careers, setting goals, developing contacts, and identifying resources.

Good mentors are enthusiastic people, enjoying the role they play in helping other achieve their goals.



## Blind Spots

Before a thriving mentoring relationship can begin, both participants must tame the desire to jump into work related conversation



so that you can focus on potential blind spots that may stifle the progress of building trust. Performing a peer feedback assessment can help

with identifying those blind spots.

You can anonymously receive

feedback on how you perceive situations.

This process also helps to attain a **“Fresh Eyes”** perspective on how people perceive you.

You have your own self awareness but it’s key to evaluate from a different viewpoint.



## Cultural Fit and Fitness

The establishment of a mentor-mentee relationship may be across racial, ethnic, gender, generational, etc., lines of difference;

it’s critical to understand the elements from the first 2 steps so that a solid match

can be made.

Here are some considerations:



**1 Fit** | Do our personality styles and beliefs match? Can we get along with each other? Do we enjoy the same things or have **similar backgrounds**?

**2 Fitness** | Aerobically, are we in the same weight class? No, not literally, but does our professional or technical backgrounds



**complement each other**? The mentee’s developmental needs should match the mentor’s areas of expertise.

## Breaking the Ice

In professional mentoring, most often mentors and mentees don't know each other very well (if at all). As a result, meeting for the first time can be a little awkward. If both participants are close in physical location, it would be a great opportunity to do a **mentoring activity**, like going to lunch or community volunteerism. Another activity is to visit each other's workplace, to get to know the other person in their actual work environment.

**HELLO**  
my name is

**EMMA**



## Asking Not Telling

Growing up most of us were taught that to teach another, it was our responsibility to transfer information.

This assumes that the learner is empty and the teacher's job is to fill them up with knowledge. Imagine a **two-way learning dynamic** where both participants are learning.

## **MENTORING**

MAKE SURE  
**YOU LISTEN**

AS MUCH AS  
**YOU TALK**



The mentor poses good questions to provoke reflection by the mentee and stimulate them to share their assumptions. "Asking Not Telling" means anytime the mentor wants to "tell" a mentee something, stop and instead, ask a question that gives the mentee room to respond & discover.

**8****Hack**

## Pivot to Action

Mentors use coaching approaches to help mentees formulate and clarify their own ideas and goals. You can use our [Career Development Plan](#) as a guide to **pivot from assessing the needs to developing an action plan**. Mentors are looking to help mentees take a step back, evaluate, process, assess and articulate learning from the experiences they are having and designing how they need to take the next actions.

**9****Hack**

## The Feedback Loop

Ongoing feedback is an enabling tool throughout the mentoring process. Mentors need to know how to give **constructive feedback** so mentors can grow and support their mentees in seeking out more guidance.

**10****Hack**

## Milestones & Celebrations

After the relationship and the action plan has been established, please keep in mind that it is important to **celebrate milestones**. Both participants are fully invested in success and the goals should be to accentuate the journey as much as arriving to the destination. These are also great opportunities for reflection on the progress made thus far.

**Hack****End**

## Conclusion

This **HACK** has provided perspectives on how both a mentor and mentee can partner to increase professional engagement and career success. Of course, this is not the only way to establish a mentoring relationship but it is a solid framework for all to leverage. Now get to work & Re.engineer your future!

## Dispelling the Myths

**Myth #1:** The mentor owns and manages the partnership.

Fact: Mentees are responsible for driving the relationship.

**Myth #2:** You are either a mentor or a mentee – you either teach or you learn.

Fact: Mentoring is a reciprocal arrangement in which both the mentor and mentee learn and benefit from the relationship.

**Myth #3:** Mentoring partnerships are always a perfect match.

Fact: Not all matches are a great fit. It is the responsibility of both the mentor and mentee to communicate with each other if the relationship is not working well.

**Myth #4:** Mentoring is time consuming.

Fact: Mentoring is a partnership and requires dedicated time.

## Dispelling the Myths

**Myth #5:** Mentoring partnerships last a lifetime.

Fact: Mentoring partnerships should last as long as needed for the mentee to achieve their goals.

**Myth #6:** Mentoring is based on chemistry.

Fact: An effective and successful mentoring partnership is built on mutual respect, trust, and honesty.

**Myth #7:** Mentors are many years older than the mentee.

Fact: Mentors should be selected based on their professional experience, knowledge, skills, and abilities.

**Myth #8:** Mentoring meetings must be face-to-face.

Fact: Face-to-face meetings are not always the best option when considering mentoring outside of your geographical region.