

BENEFITS AND COMMANDMENTS FOR MENTORS AND MENTEES

Mentors:

As a mentor, you can enjoy many benefits, including:

- » Gaining insights from your mentoree's background and history that enhance
- » your professional and personal development
- » Gaining satisfaction in sharing your expertise with others
- » Re-energizing your career
- » Gaining an ally to help promote your organization's well-being
- » Learning more about other areas within your organization
- » Building a relationship with someone outside your area and thus increasing your
- » networking within the company.

The Mentor's Commandments:

- » Facilitate not clone.
- » Uniqueness is important.
- » Consistency is critical
- » Faking it is not making it. Provide honest feedback.
- » Empower rather than solve.
- » You are not responsible- you have shared responsibility.
- » Appreciate what you're giving.
- » It's not coaching; it's mentoring.
- » Honor your limits and boundaries.
- » Listening is hard but advice is easy. We could all use more listeners in the world.

Mentees:

There are so many benefits of using mentoring in career development, including the following:

- » Gaining from your mentor's expertise
- » Receiving critical feedback in key areas, such as communications, interpersonal
- » relationships, technical abilities, change management, and leadership skills
- » Developing a sharper focus on what you need to grow professionally within your organization or elsewhere.
- » Learning specific skills and knowledge that are relevant to professional and personal goals.
- » Networking with a more influential employee.
- » Gaining knowledge about your organization's culture and unspoken rules that can be
- » critical for success and therefore adapting more quickly to your organization's culture.
- » Having a friendly ear with which to share frustrations as well as successes.

The Mentee's Commandments

- » It's your job, not your mentor's job.
- » Think commitment, not lip service.
- » Show up for the relationship.
- » Give back and get more.
- » Keep expectations realistic.
- » It's risky, but it's healthy.
- » Be yourself; we already have everybody else.
- » Don't be afraid of your mentor's silence.
- » Pay it forward.