

# Are You My Mentor?

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**Presented by:**

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**Coach**  
**Advocate**  
**Sponsor**  
**Mentor**

# Dismantling Mentorship Myths

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- I'm too young to be a mentor.
- I'm too old to want a mentor.
- I don't want to bother someone who's busy.
- They probably don't have time.
- Who would want to mentor me?
- It takes a lot of time.
- I should be further along in my career.
- I don't know how.
- I'm not ready.
- Other?

# Setting Mentorship Intentions

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What is my career goal or question? Why?

How does what's possible in my career or industry inspire me?

Who are my role models in the industry or in leadership?

What do I want to give and receive in a mentoring relationship?

# Identifying Ideal Mentoring Partner Characteristics

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Industry: \_\_\_\_\_

Role: \_\_\_\_\_

Experience: \_\_\_\_\_

Types of Successes: \_\_\_\_\_

Leadership Style: \_\_\_\_\_

Location: \_\_\_\_\_

Availability: \_\_\_\_\_

Other: \_\_\_\_\_

Other: \_\_\_\_\_

Other: \_\_\_\_\_

# Mentorship Best Practices

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Mentoring partnerships are successful when mentees ...

- Honor confidentiality
- Establish and lead their learning agenda
- Coordinate the logistics for the meetings
- Are willing to take a risk
- Put feedback into action
- Give and are open to honest feedback

Mentoring partnerships are successful when mentors ...

- Honor confidentiality
- Are accessible
- Are patient and provide encouragement
- Listen, observe, and are a sounding board
- Are willing to share experiences
- Let the mentee solve her own problems

# Mentorship Best Practices

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Successful mentoring partnerships ...

- Articulate their purpose and goals early
- Are attentive to developing a climate of trust
- Are open and honest in communications
- Respect differences
- Are committed to continuous learning
- Are willing to evaluate and self-correct partnership effectiveness

Reference the handout “**Launch Your Mentorship Partnership Powerfully.**”



# Thank you!

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