

## Are You Ready to Benefit from Mentoring?

There are many benefits to mentoring, for those considering becoming a mentor the benefits include:

- **Being able to pass on personal knowledge and experience in order to see others grow.**
- **Having the chance to “give something back” and to provide support to others**
- **Gain the chance to work on new and exciting challenges**

From the mentee’s perspective, it is a chance to:

- **Make time for personal learning with someone more experienced**
- **Work on career progression**
- **Gain impartial advice and an alternative perspective**
- **Have a non-judgemental sounding board for ideas**
- **Focus on overcoming challenges and developing new skills and knowledge**

Before embarking on a mentoring relationship there are a number of key things to consider in order to determine if it is the right path for you.

### **Purpose**

The first thing to consider is **why** do you want to be a mentor/mentee and what specific skills can you offer/do you need? The more carefully you consider what skills and experience you are looking for/can give then the better the mentoring match will be.

During the first stage of the mentoring process, you will be asked to complete a profile that will be used for matching and as part of this you will need to be clear on what skills, knowledge and expertise you are looking for/can offer.

Mentoring is like any journey, if you don’t know where you want to end up when you start the journey how will you ever know if you have arrived? For this reason, it is important that you consider what it is you are looking to achieve from the mentoring relationship.

Being clear on your purpose will help you to find a mentor who is best placed to help you. Once you have done that, the next stage is to more clearly define the challenge(s) you are facing.

### **Where are You Now**

Within our mentoring platform we have inbuilt needs analysis tools that you can use ahead of your first mentoring conversation:

The **SWOT** tool will help you identify Strengths, Weaknesses, Opportunities, Threats

The **GSTAR** tool will help you identify goals, the situation you are currently facing, current thinking, actions you are considering and the results you are expecting

### **Where Do You Want To Be**

Once you have completed your needs analysis you can work with your mentor/mentee to set Specific, Measurable, Achievable, Realistic, Timebound (SMART) goals, which will help you to give a real purpose to your mentoring relationship and help you get real results.

### **Are You Prepared to Commit the Time to Get There?**

The final consideration you need to make before committing to becoming a mentor or to becoming a mentee is whether you have the time to commit to regular meetings and to doing the actions in between meetings that are required to move you towards achieving your goal(s).

So, are you ready to benefit from mentoring?