



Mentoring 101: What's all this mentoring stuff and why should I care?

Rosalind Radcliffe
With Frank De Gilio
IBM Corporation
August 2015



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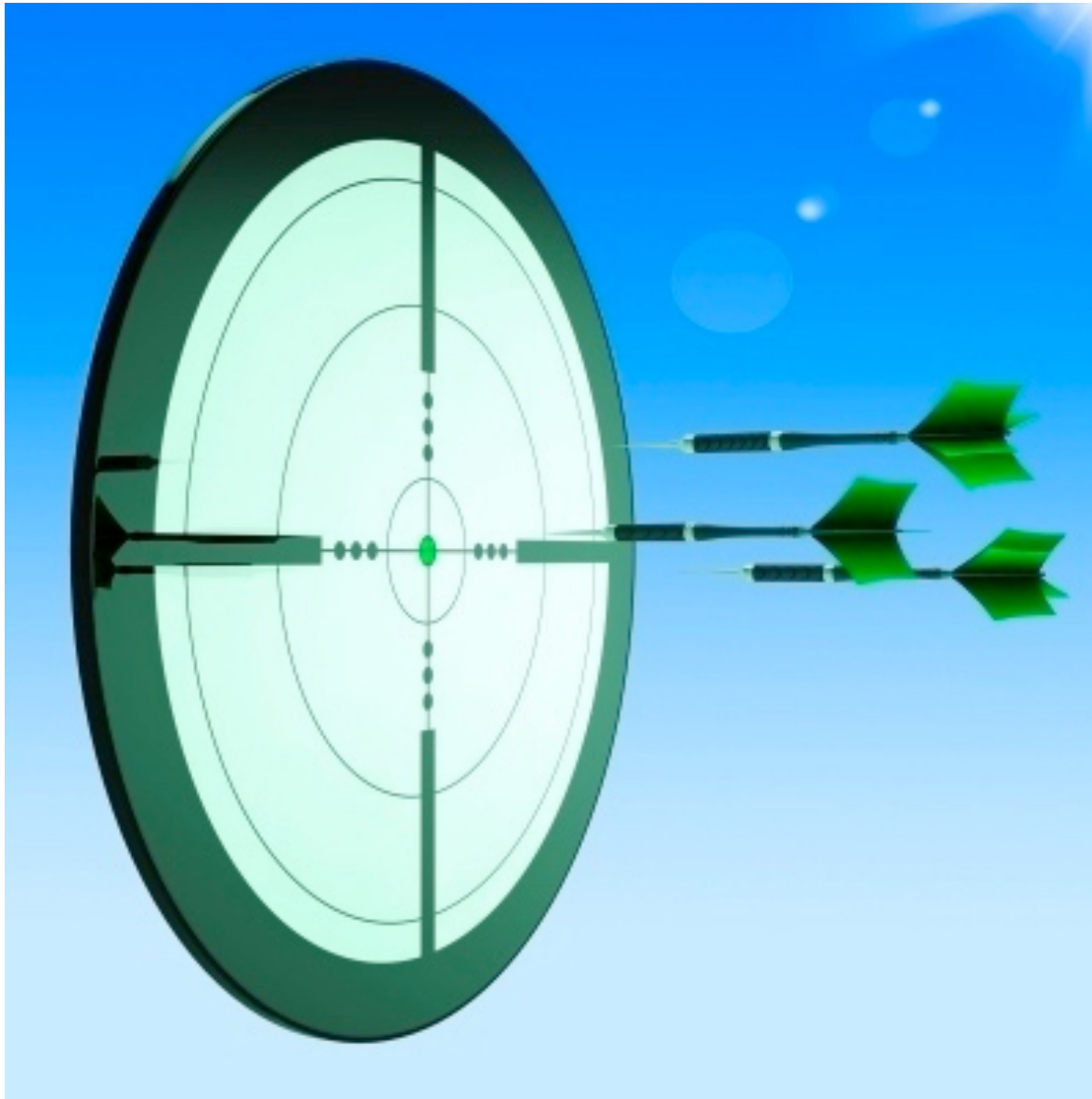


According to Wikipedia

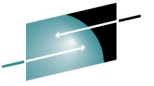
In Greek mythology, Mentor (Greek: Μέντωρ, Méntōr; gen.: Μέντορος)[1] was the son of Alcimus or Anchialus or Heracles and Asopis. In his old age Mentor was a friend of Odysseus who placed Mentor and Odysseus' foster-brother Eumaeus in charge of his son Telemachus, and of Odysseus' palace, when Odysseus left for the Trojan War.

When Athena visited Telemachus she took the disguise of Mentor to hide herself from the suitors of Telemachus' mother Penelope.[2] As Mentor, the goddess encouraged Telemachus to stand up against the suitors and go abroad to find out what happened to his father. When Odysseus returned to Ithaca, Athena appeared briefly in the form of Mentor again at Odysseus' palace.

Because of Mentor's relationship with Telemachus, and the disguised Athena's encouragement and practical plans for dealing with personal dilemmas, **the personal name Mentor has been adopted in English as a term meaning someone who imparts wisdom to and shares knowledge with a less experienced colleague.**



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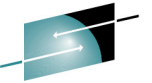
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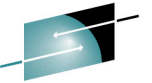
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Three circular icons: a lightbulb, a globe, and a share symbol.



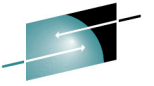
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Mentoring is not Coaching



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Do I really need a mentor?!?

- Am I happy with my career trajectory?
- Do I understand the culture of the company?
- Do I understand the politics of the company?
- Am I effective at moving the company?
- Do I understand every aspect of my job?
- Do I have all of the education I need to be effective?
- Do I focus on my career?

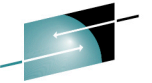
No 1 Person can provide support in all of these areas

Should I be a mentor?

- What have you learned in the company?
- What regrets do you have?
- What would you do differently if you had a do over?
- Are the junior members making mistakes?
- Do you know of someone who could be doing more?
- Do I want to demonstrate leadership & give back?

“Advice is a form of nostalgia, dispensing it is a way of fishing the past from the disposal, wiping it off, painting over the ugly parts and recycling it for more than it's worth.”

-Baz Luhrmann



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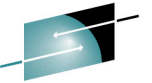


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MENTOR'S

RESPONSIBILITY

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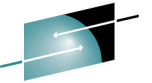




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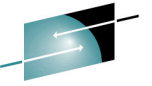
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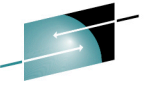
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MENTORING:

DO THIS!

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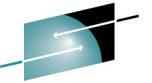


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Identify Goals



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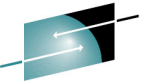
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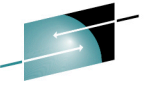


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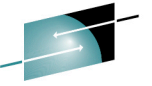
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MENTORING:

DON'T DO THIS



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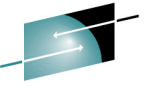


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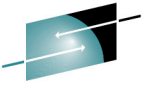


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MENTEE:

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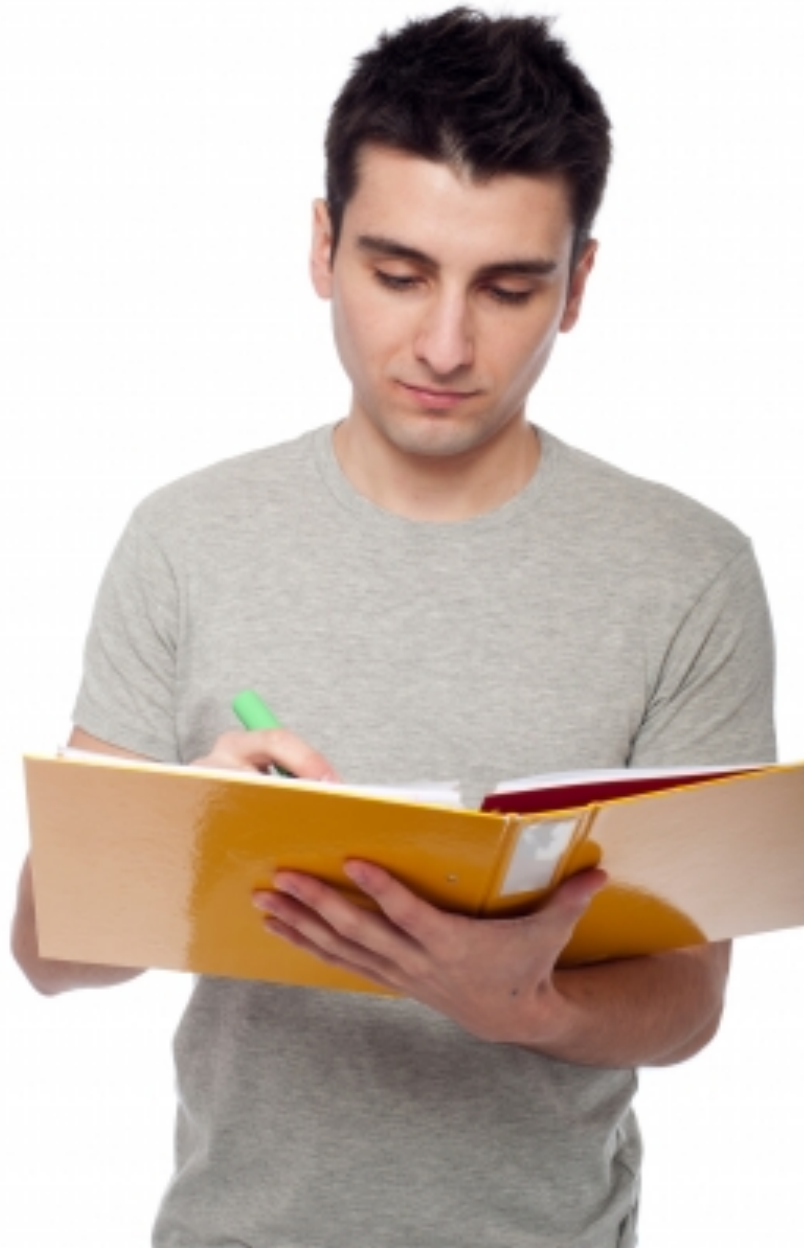


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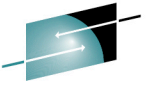
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MENTORS!

DO:

- Build a relationship
- Teach
- Build skills
- Build mentees network
- Challenge them to take risk
- Drive them to work on their career
- Support their certification efforts

MENTORS!

DONT:

- Hover
- Blame
- Take responsibility for their mistakes

MENTEES!

DO:

- Think about your career
- Take responsibility for it
- Do your homework
- Stay focused during meetings