



Getting the Most Out of Mentoring

Career Planning for Employees

What is mentoring?

Mentoring is the process of building relationships that provide knowledge and guidance. The purpose of mentoring is to facilitate long-term career development by building mutually beneficial relationships between mentors and mentees.¹ It involves asking questions of and learning from others, including superiors, experts, and even peers.

Why is mentoring useful?

Mentoring from others makes it easier to avoid missteps and obstacles. Mentors can help connect you with others and learn about opportunities that your immediate circle may not know about. It also helps to have someone who is a constant throughout meaningful parts, if not most, of your career.

How can you find a mentor and get the most out of your relationship?

Find someone who you admire

A mentor should be someone you look up to or who has accomplished some if not many of the things you want to. They should be able to speak about the things you aspire to do and accomplish.

Have multiple mentors

Having more than one mentor can give you lots of diverse insight as well as provide various consultations. Think of them as your cabinet members who present different perspectives and have different understandings of the big picture. At the end of the day though, you must decide which advice to implement, so keep that in mind as you are presented with information.

Be open to variety

Having mentors aligned with your career field can present tried and true guidance. Having mentors outside of your career field can present fresh takes on circumstances.

Stay in touch

Staying in contact with your mentor(s) and letting them know what you're working on, or planning on getting into, gives them a way to give feedback and pointers. Even when you think you have everything ready to go, you never know what new information they can produce. Communication is an essential part of an effective relationship with your mentor.

¹ "Mentoring Versus Coaching: What's the Difference?" Association for Talent Development. August 8, 2014.
<https://www.td.org/Publications/Blogs/Human-Capital-Blog/2014/08/Mentoring-Versus-Coaching-Whats-the-Difference>

References and Links

myLearn Books:

- [Strategic Relationships at Work: Creating Your Circle of Mentors, Sponsors and Peers for Success in Business and Life](#)

myLearn Courses:

- [Finding and Nurturing a Mentor Relationship](#)