

every
woman

HOW TO BE A GREAT MENTEE:
making the most of the opportunity



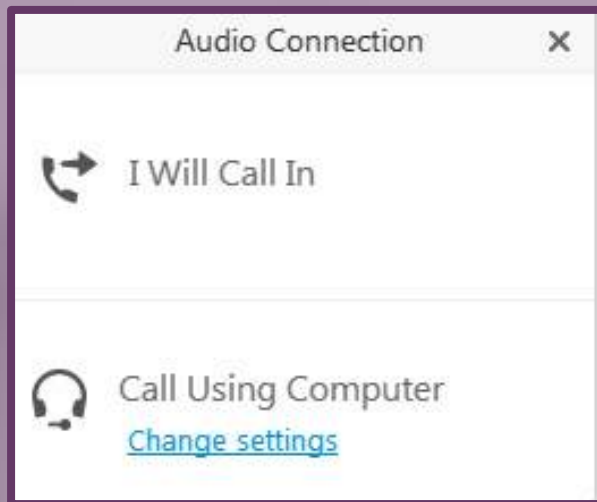
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Dialling in

You will not need a microphone



To use headphones:

click 'Call Using Computer'

To dial in and listen via phone:

click 'I Will Call In'

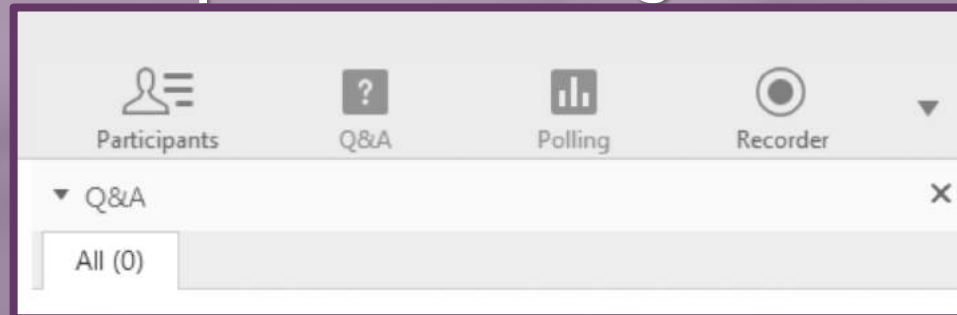
and follow the instructions on screen

Technical support - WebEx online

If you have any questions regarding
sound or other technical issues:

click the 'Help' button in the top toolbar.

You can send a question using the 'Q&A' function.





Everywoman expert

Pippa Isbell

What is mentoring?



“A mentor is a person with superior rank or authority and influence in his or her field who commits time, emotional support and intellectual strength to encourage growth and development in an understudy.”

Nick Repac

POLL ONE

You and mentoring

- A** I have an opportunity to be mentored
- B** I need more from my current mentoring relationship
- C** I have an effective mentor
- D** I don't know where to begin!

**“What I need is someone who
will make me do what I can.”**

Ralph Waldo Emerson

The benefits of mentoring

Sharpens focus

Provides objective and insightful feedback

Helps navigate change

Improves engagement

Assists personal development

Access to another's expertise and experience

A friendly ear from an unbiased third party

Different types of mentoring

1

Formal
and
informal

2

Reverse

3

Mutual

4

Micro-
mentoring

5

Situational

A photograph of a person's hands writing in a lined notebook, overlaid with a semi-transparent purple filter. The person is wearing a textured, light-colored sweater. The notebook is open, and the person's left hand is holding a pen over the left page, while their right hand rests on the right page. The background is a blurred outdoor setting.

How to get started

Determine what outcomes you want

Do some honest thinking

Work out clear goals

Know your end game

Identify who has been a champion

Find out what your company offers

Find out what you can do for yourself

How to find a mentor

What are the skills and experience you need?

Does your network include a potential mentor?

Who can help identify someone?

What does your industry body do?

What conference or network opportunities exist?

Identify the person and ask!

A hand is shown holding a light-colored wooden star above two other similar wooden stars that are resting on a wooden surface. The background is a soft, out-of-focus light color.

How to get the best out of being mentored

Take
responsibility

Have the
right mindset

Draw up a
contract

Take
notes

Keep
promises

Reflect
afterwards

Act on your
decisions

A photograph of two women in conversation, overlaid with a semi-transparent purple filter. The woman on the left is seen in profile, looking towards the right. The woman on the right is smiling and looking towards the left. The background is blurred, suggesting an indoor setting.

What can you
talk about?

every
woman

The best mentors are:

Supportive

Unbiased

Open and willing to share knowledge, including failures

Constructive about feedback

Aware of boundaries

Balanced

Credible

Independent

POLL ONE

How do you feel about feedback?

- A** I know it is good for me to hear but I dread it
- B** I welcome it and seek it out
- C** It is hard to get genuine feedback in my organisation
- D** Negative feedback sticks more in my mind than praise



**Feedback
about you**

Learn to take
and use
constructive
criticism

Separate it
from the
personal

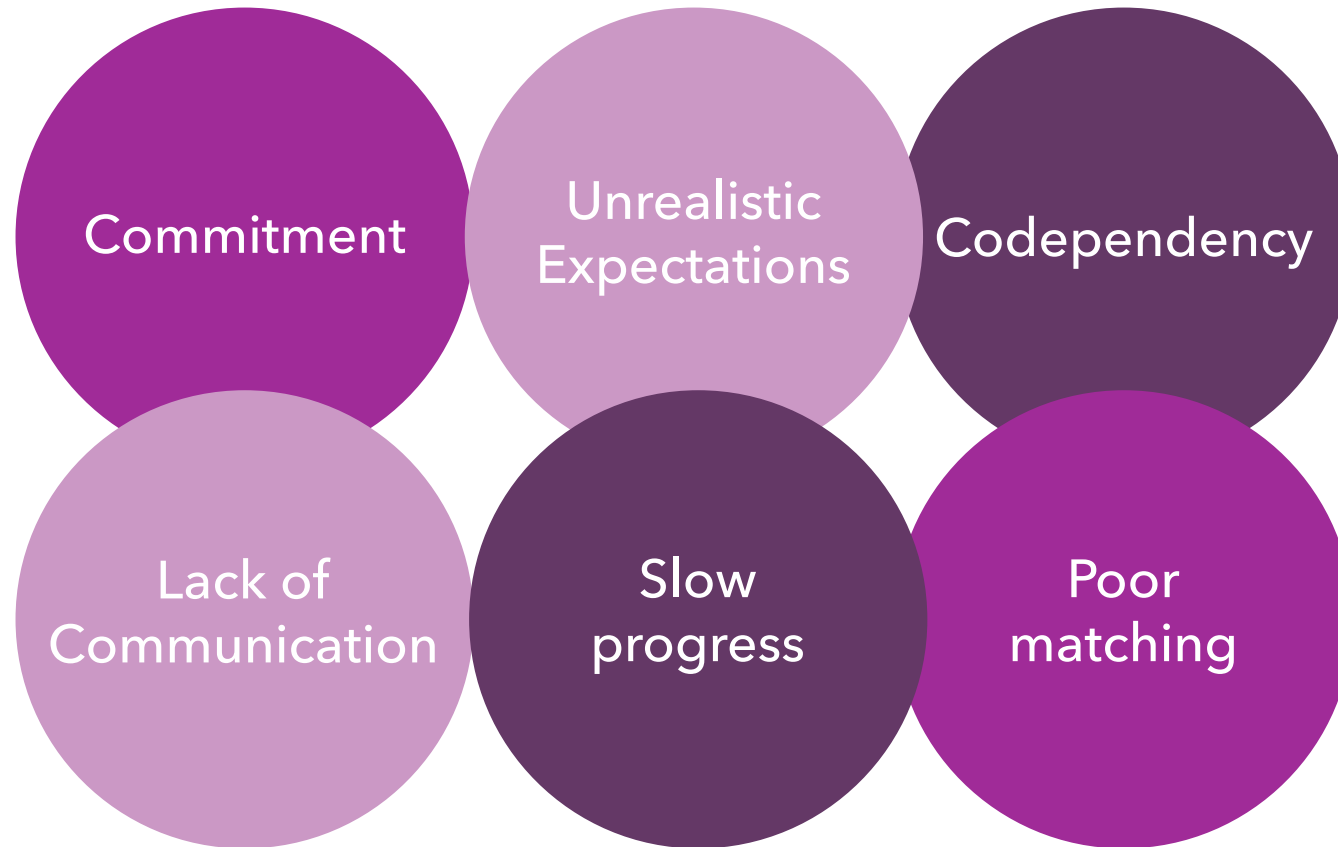
Feedback is
a tool for
improvement

See your
career as
a project

**“We all need people who
will give us feedback.
That’s how we improve.”**

Bill Gates

What problems can arise?



“Show me a successful individual and I’ll show you someone who had real positive influences in his or her life. I don’t care what you do for a living—if you do it well I’m sure there was someone cheering you on or showing the way. A mentor.”

Denzel Washington

A diverse group of people, including men and women of various ethnicities, are seated in an audience. In the foreground, a Black woman with curly hair is smiling and raising her right hand. To her left, a woman is writing on a notepad. Other audience members in the background are looking towards the front of the room with various expressions of interest and engagement.

Questions