

10 simple rules for mentors and protégés

Mentoring is a partnering relationship where a senior, more experienced PERSON provides guidance and advice to a young or inexperienced PERSON in order to foster professional growth in that person. Speaking from personal experience, mentoring has been and remains the single most important factor in my development and growth as a business owner, coach and leader..

The following are some guidelines about the mentoring relationship that I have learnt, developed and used throughout my working life and experience gained in over 25 years in business, either growing them or changing them and preparing them for change and development.

These are broken down in to 2 easy to refer to sets of 10 – one as advice for the mentor and one as advice for your protégé.

Ten Simple Rules for Mentors

When initiating any discussion on mentoring, a natural question to ask is where to begin? Do you start with the mentor or the one being mentored (protégé)? While the contributions of both participants are important, mentoring successes or failures most often depend upon the skills of the mentor. If the mentor is not prepared to do his or her job, then the entire mentoring process may be ineffective and, consequently, discourage the protégé from any future mentoring opportunities. It is hoped that by considering these 10 simple rules, mentors, present and future, will be better prepared to assume this very important role.

Mentor Rule 1 - It's Not About You!

Mentor Rule 2 - Always Maintain Confidences

Mentor Rule 3 - Set and Enforce Boundaries

Mentor Rule 4 - Know Your Limitations

Mentor Rule 5 - Keep Your Promises

Mentor Rule 6 - Listen and Ask Questions

Mentor Rule 7 - Reach Out to your proteges

Mentor Rule 8 - Give clear, honest feedback.

Mentor Rule 9 - Be Yourself

Mentor Rule 10 - Commit to Your Own Continuous Learning

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Ten Simple Rules for Protégés

Remember it's a partnership, which means a 2 way street. While the skills of the mentor are key to the learning of the Protégé, the protégé also carries the responsibility to listen, learn and challenge – so here are some rules for the protégé so they get the best possible experience.

Protégé Rule 1 - Cherish your Mentor's Time

Protégé Rule 2 - Always Maintain Confidences

Protégé Rule 3 - Learn from Your Mistakes

Protégé Rule 4 - Be Receptive to Feedback – discuss and debate

Protégé Rule 5 - Keep Your Promises

Protégé Rule 7 - Clarify Your Expectations

Protégé Rule 8 - Respect

Protégé Rule 9 - Bring More Than Just Your Problems

Protégé Rule 10 - Commit to Your Own Continuous Learning