



Competencies that are addressed:

PRIMARY COMPETENCY CATEGORIES:

- **Interpersonal Skills—**

Displays a consistent ability to build solid relationships of trust and respect inside and outside of the organization.

- **Influence—**

Consistently directs situations and inspires people for an all-win environment.

- **Vision—**

Future-oriented. Develops a future exciting picture of what could be and what should be, regardless of what is, for them and their organization.

RELATED COMPETENCY CATEGORIES:

- **Human Resource Management—**

Manages the process for aligning human capital with organizational goals.

- **Attitude—**

Maintains a friendly, positive, and enthusiastic outlook.

Mentorship: Creating a Partnership

SUMMARY

Successful mentoring can make the difference in a person's career between making mistakes or strategically avoiding them, between getting off to a fast start or stumbling at the gate. For mentors, it is an opportunity to review and refresh your professional perspective while gaining the satisfaction of guiding others to professional success.

CONTEXT

Mentoring is when an individual who is a role model agrees to give professional advice and support to another person. The mentor is willing to share knowledge and experience with the individual being mentored, and often lets the individual in on their own network of professional contacts.

In this module, you explore the advantages of mentoring in today's workplace. You discover the benefits of being mentored, as well as the rewards of providing mentorship to others. You commit to following guidelines on making both sides of the mentoring relationship feel like it is a worthwhile investment of time and commitment.

At the completion of this module, participants will be able to:

- Examine the benefits of mentoring
- Sustain mentor relationships
- Discuss guidelines for finding mentors

"If you've done well in this business, it is your obligation to spend an enormous amount of your time sending the elevator back down."

—Jack Lemmon, Actor