



A mentees guide to mentoring

What is mentoring?

Mentoring is centered around continuous improvement and is all about a mentee building a relationship with one of our mentors who is there to encourage and support them and to make the most of their skills and help them with their goals and aspirations.

It involves a series of engagements, initially to discuss goals, agreeing an action plan which is then followed by on-going support and continual progress reviews. The mentee will be responsible for driving the relationship and creating a detailed action plan, the mentor is there to offer consistent support, guidance and practical help.

Why is mentoring important?

Corporate organisations have shown that mentoring is a significant factor in improving morale and self-development. Mentoring has been proven to be extremely effective and has a positive impact on both the mentor and mentee - it's simply a case of making the most of the opportunity.

Mentee Meetings

You are expected to take charge of organising your meetings with your mentor and meet somewhere that is convenient for your mentor. You are in charge of buying the coffee and arranging the venue. You are also in charge of organising the next meeting and ensuring you reach the goals set at each meeting by the time you meet up again.

"A mentor is someone who allows you to see the hope inside yourself"
- Oprah Winfrey

Build up a network - The mentor will provide support and guidance on how to develop your network and connect with people that can help build your career.

Gain knowledge - The mentor will share their personal skills, knowledge and experience with the mentee to enable him or her to explore their personal and professional situation, and in which the mentor and mentee work together to achieve predetermined goals and objectives.

A way of enabling the mentee to gain the skills, knowledge and confidence to perform at a higher level, and giving them access to impartial, non-judgemental guidance and support.

What our mentors offer:	What a Mentors role is NOT:
<ul style="list-style-type: none"> - Provide an outside perspective on the mentee and their development. - Listen, in confidence, to the things that are worrying the mentee. - Help by sharing their own experience of failures and successes. - Give the mentee friendly, unbiased support and guidance. - Provide honest and constructive feedback. - Be a sounding board for the mentees ideas. - Facilitate the mentees decision-making by suggesting alternatives based on personal experience. -Provide ongoing support and encouragement. 	<ul style="list-style-type: none"> - Give business advice (this is normally provided by a qualified business adviser) - Provide a counselling service - Provide a training service - Provide a coaching service - Provide therapeutic interventions - Sort out the mentees problems

Top Tips for a Mentee

- Listening in order to understand
- Don't be afraid to ask questions
- Be prepared to act on what has been agreed with the mentor
- Keep notes of the meetings, and use these as the basis for ongoing discussions
- Work towards developing a trusting relationship and establishing a good rapport with the mentor
- Aim at maintaining the relationship for as long as appropriate to the mentees needs

How does this work?

By completing our questionnaire, we will better understand your profile and requirements. You then look at the mentor choices on our website and chose your top 3 preferred Mentors. WUN will try to match your mentor choices as close as possible dependent on mentor popularity and mentee needs. WUN will advise you of the choice and then send you both an introductory email and advise you both to set up your first meeting to meet each other.

What is my role as a Mentee

As a mentee, you are responsible for your own career growth and being an active participant in the mentoring relationship. This includes making sure you keep in touch regularly with your mentor throughout the program. You are expected to act on guidance and connections provided by your mentor and commit to targets set by the next meeting.

Can my mentor help me get a new job?

We hope their skills and experience will aid your development which could lead to new future career opportunities for you.

How can I make the most of my mentorship?

Open communication is the key to any good relationship. Throughout your time with your mentor, you should be speaking to them about whether or not you are fulfilling the goals you both set out at the beginning. You will also be asked by your mentor to provide feedback on your progress and experience, so the key is honesty.

What happens if I do not get on with my mentor?

It is normal that not all relationships will be perfect. If you find yourself in a situation where conflict or any other problem has developed, please contact the WUN team. The WUN team will work with you to resolve issues. If you and your mentor are not right for each other, the WUN team can end the mentoring relationship and try to match you with another mentor.

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