

How to be a great MENTEE

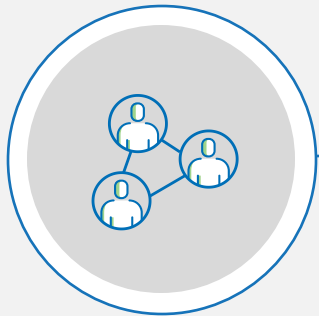




Be proactive: Take the lead in setting the agenda for your own development. Identify what you want to discuss and explore in the mentoring partnership, and help your mentor understand how they can help you.



Show respect: Mentoring is a collegial relationship, meaning you need to value each other's opinions and experience. Your mentor is there to support you, so show them the respect that you expect in return.



Communicate: Development conversations need clarity, which involves both listening and contributing. You can make sure you are on the same page by reflecting back what you are taking on board from your mentor, and asking for more support when things don't make sense.



Be open to change: Don't be afraid to experiment with new ideas and try new things. Exploring your development means thinking about what's possible through many different lenses; be brave and imagine what else might be possible for you with this new support.



Accept feedback: You might decide to ask your mentor for feedback. If you do, work together to put it into action. Taking on feedback with a critically reflective mindset will help you find new ways forward, and speed up your development.



Be willing to give: The mentor-mentee relationship is based around your progression and requires trust and understanding between you and your mentor. This means that just as they are helping to develop your needs, so are you helping them to develop their own skills and knowledge. Empathy and honesty will help you both get the most out of your relationship



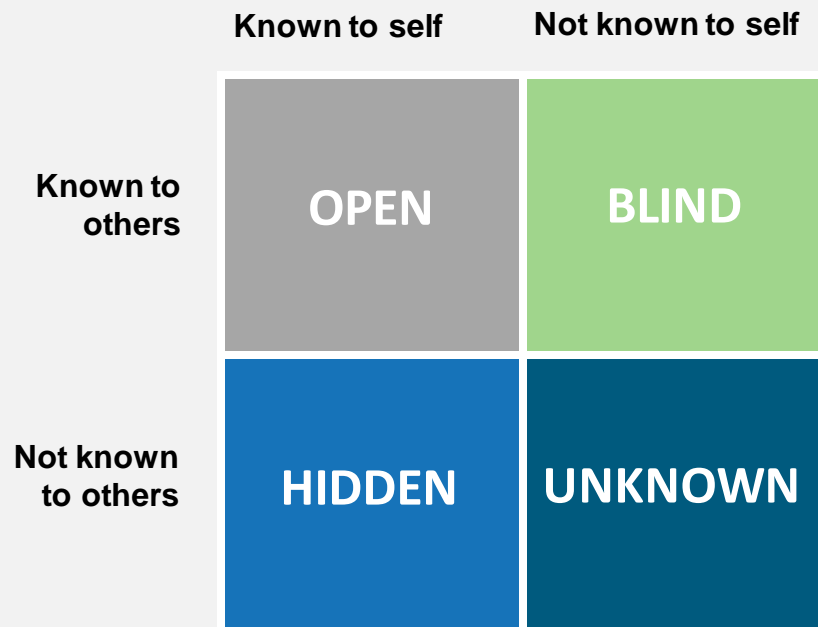
Show commitment: Commitment shows that you are investing in the relationship, and encourages your mentor to do the same. You can show commitment with a positive attitude, openness to change and feedback, and being prepared for your mentoring meetings.



Be self-aware: Make space to recognise the positive changes you have made, and acknowledge those areas where you need further support and development. Recognising a need for growth, and aiming for change, shows courage and integrity.

One way to expand our self-awareness is through reflection on the Johari window model(below). This is a method to identify what you do and don't know about yourself.

This is a helpful base for considering where we have gaps in knowledge and awareness. Each of us has aspects that are apparent to ourselves alone and other aspects of ourselves that we do not know about. Any of these can be worth exploring through an honest mentoring relationship.



The Johari window sets these out as follows:

Known to Self: Things we know about ourselves and that others know about us.

Hidden to Self: Things we know about ourselves that others do not know.

Blind to Self: Things that others know about us that we do not know.

Unknown to Self: Things neither we nor others know about us.

In a mentoring relationship, it can be helpful to reflect on those "Hidden to Self" things we could share with a mentor, or how a mentor might help us identify "Blind to Self" things which could support our growth.