

## ***Reach Out to be a mentor or to find a mentor***

A mentor provides us with advice, feedback, new connections to help us achieve our goals and guide us to greater success. A mentor can also help us address challenging situations.

No matter how experienced or senior we are in an organization, a mentor should be sought out, and more than one mentor is common.

By offering guidance and perspectives, a mentor helps with our professional and personal growth. A mentor provides valuable insight into projects we are working on and ideas we want to test and implement. And yes, a mentor can help us navigate challenging situations such as working with “difficult” individuals. A mentor’s wealth of experience may open up our minds to new perspectives and provide opportunities for growth and greater success. Mentors are also in a position to introduce their network which help us achieve our aspirations and goals. They can invite us to meetings that we would not otherwise have the opportunity to attend.

One of the greatest values of a mentoring relationship is the personalized attention it offers. A mentor understands us, cares for our success and can provide specific advice based on objectives. As a result, mentees have greater confidence when making decisions knowing that they have heard the insight and experience of more experienced individuals.

A good way to find a mentor is to first reflect on the main reason we may benefit from having a mentor. Some questions to ask yourself include:

- What are my goals and what would I like my mentor to provide me with to advance my career?
- What do I need to learn from a mentor and what are the questions and issues I should discuss with my mentor?
- What are the metrics of a successful mentoring relationship for both the mentee and the mentor?

A good way to find a mentor is to identify individuals we respect. They can be individuals at a more advanced stage in their career. They can also be individuals whose leadership qualities and personalities we admire.

Once in a mentoring relationship, it is important for both the mentor and the mentee to regularly evaluate the progress and the impact each has on the other. As mentioned, the benefits have to be realized by both.

No matter how senior we are, a mentor remains valuable providing a fresh and innovative perspective that even senior executives may overlook.

And since giving can be as rewarding as receiving, becoming a mentor has its benefits as well. By giving back and sharing one’s knowledge, mentors feel wanted and appreciated. Mentors have greater confidence when their mentees succeed and express their appreciation. Helping others grow and learn gives mentors greater self-esteem and greater personal satisfaction. The act of giving advice and helping others succeed is *as* rewarding as the benefit of receiving such mentorship.

If we do not have a mentor, I encourage us to reach out and seek one who can advise and guide us. If not already a mentor, there are many opportunities to become a mentor. If you have the time and interest, I am confident the experience of mentorship will be very rewarding.

Wishing you the very best of success with all *my* very best, Eliane