

Squiggly Careers PodSheets



How to be a meaningful mentor

“ The only metrics that will truly matter to my life are the individuals whom I have been able to help, one by one, to become better people. ”

Clay Christensen, Harvard Business School Professor

What could you offer as a mentor?

Mentoring Mindset

- ✓ **Anyone can be a mentor:** A mentor is someone you can learn from and we can all learn from others.
- ✓ **You don't need to know all the answers** or have the exact same career experience to be a meaningful mentor
- ✓ **You don't need to be more senior to mentor:** you can mentor anyone at any level and this can be 1:1 or in a group
- ✓ **A meaningful mentor can be a one-off conversation**

Do the basics

- ≈ **Safe environment:** let the mentee know the conversation will be confidential
- ≈ **Agree ways of working:** how often will you meet?
- ≈ **How can you be most helpful?** Ask the mentee to let you know in advance what topics they'd like to discuss

Mentoring Conversations

- 1 Get to know each other:** take it in turns to answer the same questions e.g. what are you most proud of? Or chat through the '4 H's' - History, Heartbreaks, Heroes, Hopes
- 2 Offer advice, not answers:** position advice as options and ideas rather than answers and ask the mentee which one works for them
- 3 Connect the dots:** outside your mentoring sessions, connect your mentee with other people, places or opportunities that could help them
- 4 Summarise:** wrap up the mentoring session by summarising the key points you have heard and confirm any actions you are committing to take to support your mentee
- 5 Reverse mentoring:** Ask your mentee to help you too! As you get to know each other you'll identify areas you can learn from them.
- 6 Option to opt out:** Ask the mentee to reflect and let you know if they would like to talk again. This makes it easier to continue or conclude the relationship rather than it fizzling out.

Coach Yourself Questions

- 1 What mentoring has meant the most to you? Who/what/why/when?**
- 2 How could you use these insights to shape your own mentoring?**

Recommended resources



[Mentors: How to help and be helped](#)

Russell Brand



[How mentors change your life](#)

Doug Stewart, TEDxRaleigh



[Mentoring vs. Sponsorship](#)

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Amazing if