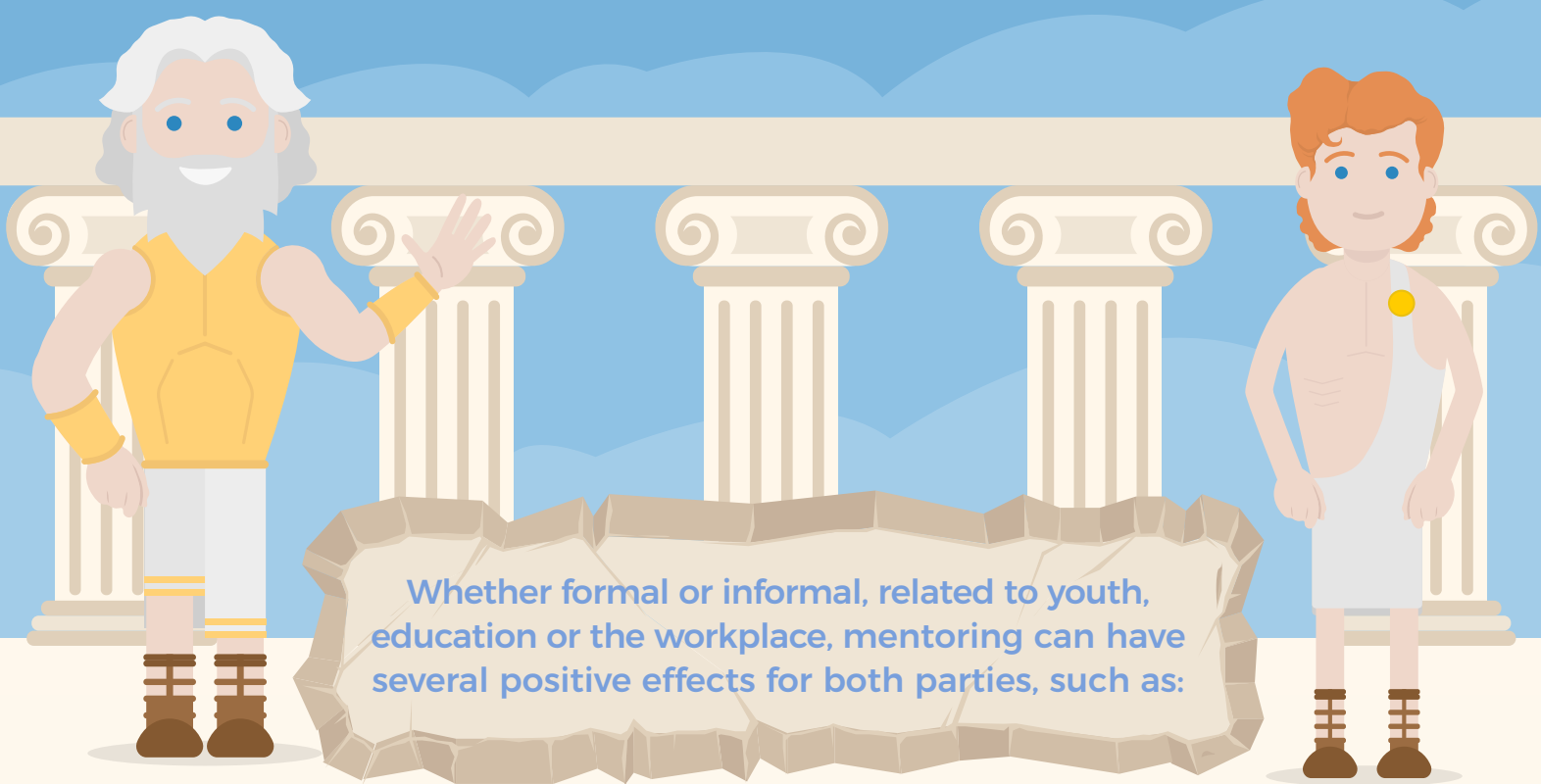


MENTORING..



..has existed since Ancient Greece and involves an experienced individual – a mentor – transferring knowledge to a less experienced one – a mentee.



Whether formal or informal, related to youth, education or the workplace, mentoring can have several positive effects for both parties, such as:

Health



Motivational



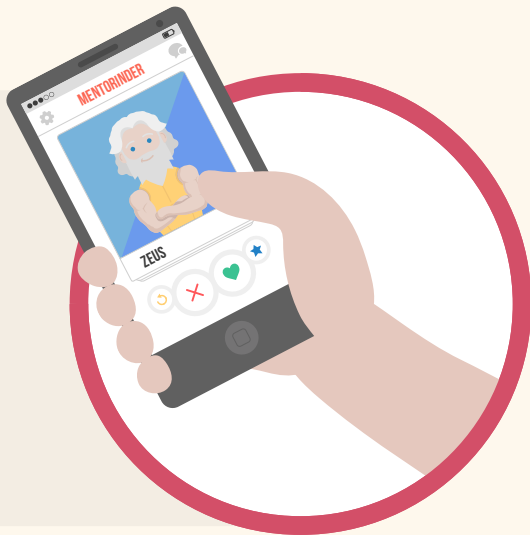
Career Benefits



At work, you can use it for onboarding and retention, skills development and diversity enhancement.

Find a mentoring partner based on the mentor's experience, the mentee's need, or the needs of any governing organisation.

You can choose each other directly, or through software matching, committee matching, even "speed-dating-style" meetings.



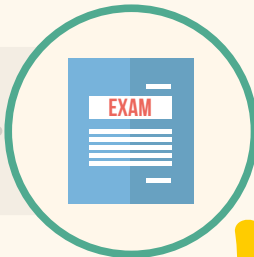
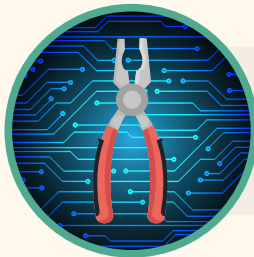
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Create a mentoring contract to ensure you're both committed, and so you know you're each getting the most out of it.

Establish what you each want to learn or achieve, and measure it. There are loads of tools and software you can use to keep track.



MENTORING TECHNIQUES

There are many mentoring techniques, but a 1995 study outlined the most common:

1 ACCOMPANYING
learning side-by-side.

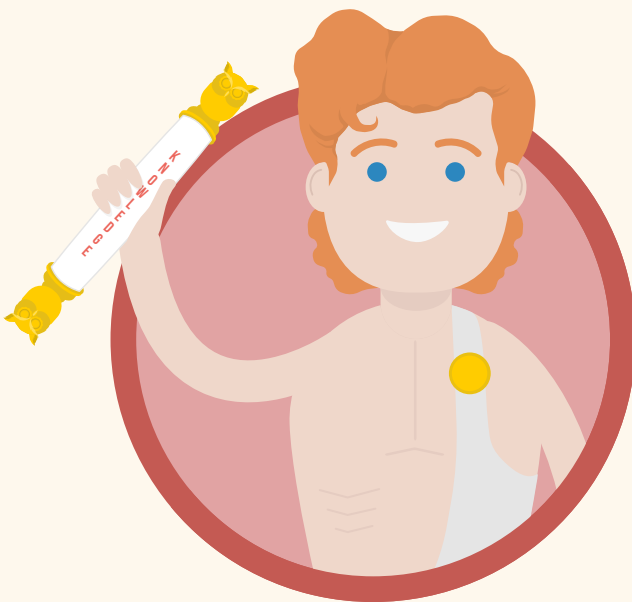
2 SOWING
giving learners information they might not "get" now, but will later.

3 CATALYSING
plunging the learner in the deep end to inspire new ways of thinking.

4 SHOWING
demonstration using real-life examples.



5 HARVESTING
creating awareness of what's been taught through questioning.



APART FROM THAT, EVERYONE'S INDIVIDUAL.
TAILOR YOUR MENTORING IN A WAY THAT SUITS YOU BOTH.