

## Strategic Relationships That Work

### Using Personal & Professional Mentoring for Success

**Mentorship**- A mentoring partnership may be between two people within the same company, same industry, or same networking organization. However the partners come together, the relationship should be based on \_\_\_\_\_ and \_\_\_\_\_, and it typically offers personal and professional advantages for both parties.

#### Mentoring 101: Taking an Entrepreneurial Approach

Knowing...

- Why → Self-awareness
- How → Social skills, awareness of others, ability to launch & sustain relationships
- Who → Identify expertise and experience you need; who is likely to be receptive?
- Where → Figure out where to look

**My Top Goals** - List in priority order things most necessary for my current position and career enhancement

1.
2.
3.

#### Making the Ask

##### Steps for a Great Interaction

- Prepare
- Clarify Expectations
- Listen carefully
- Strategic self-disclosure
- Set boundaries
- Convey appreciation
- Keep in touch regularly
- Create opportunities for mutual learning

## Planning

■ Frequency of contact – How much time can you commit to this relationship? How many can you handle?	
■ Method of contact – face-to-face, phone calls, emails, skype	
■ Duration of partnership	
■ Skills, knowledge, and experience – What specific expertise can you offer to a mentee?	

## Healthy Mentorships

### The Best Mentors are...

- Committed to the relationship
- Skilled & knowledgeable
- Trust builders
- Active listeners
- Strong analysts
- Honest, clear communicators
- Committed & reliable
- Role models
- Cheerleaders
- Not trying to mold

### The Best Mentees...

- Committed to the relationship
- Take initiative
- Take risks
- **Ask** good questions
- Boldly **seek** learning opportunities
- Clearly **state** what they need
- Frequently **thank** their developers

## What are your next steps?

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_