

What is mentoring?

Mentoring is the process of building relationships that provide knowledge and guidance. It involves asking questions of and learning from others, including superiors and experts.

Traditional mentoring involves close relationships that serve two different functions: 1) career-related functions such as providing visibility and coaching, and 2) personal and interpersonal functions, like counseling and encouragement.

Why should you invest in mentoring?

When and direct come across them with the knowledge you gained in the job being helpful in learning and effective.

You shouldn't be giving direct help. The easiest when you should only be help them enhance their ability to work through and solve problems.

If you have/had mentors that made a significant difference in your life, think about the traits they had and actions they took that stuck out to you. Aspire to embody that with your direct reports. Use the same learn from the job and keep your direct reports up to date.