



# MENTORING RELATIONSHIPS AND HOW THEY CAN BENEFIT YOU

Jean Richardson

*PMP, CSM, CSPO and ITIL Certified Practitioner*



# What Is Mentoring and Who Was Mentor?

*“A mentor is simply someone who helps someone else learn something that he or she would have learned less well, more slowly, or not at all if left alone...”*

*Mentors are not power figures. Mentors are learning coaches—sensitive, trusted advisers.”*

-Chip R. Bell “Mentoring as Partnership” in  
*Coaching for Leadership*



# What Is Mentoring and Who Was Mentor?

*“We seem to need mentors—wise and faithful guides, advisers, or teachers —the wisdom keepers of an entire family, a sprawling corporation, or a community.”*

- Marsh Sinetar

*The Mentor's Spirit*



# Mentoring Today

- Where you'll find it:
  - Education
  - Ministry
  - Business
- Who does it
- Mentoring and coaching in the workplace



# Mentoring and Coaching

*“...Coaching refers to continually developing employees so that they do their jobs well...”*

*“...Counseling (is) defined... as a four-step process, of which one-on-one communications are most important... (that) could mean the difference between an employee’s continued employment or not.”*

*“ ...Mentoring is directed to your best performers.”*

- Florence M. Stone

*Coaching, Counseling, and Mentoring*



# Mentoring and Coaching

- Coaching is emerging as a profession with a certification program and a commonly recognized set of skills.
- Coaching skills can be applied in the context of mentoring.
- Mentoring is most effective when it is altruistically motivated.



## What Motivates Mentors?

- A desire to give back (altruism).
  - To smooth the path of a talented colleague.
  - To spare someone the pain of the school of hard knocks.
  - To determine who might best be suited for future opportunities.
- A desire to be seen as an authority (status).
  - To expand one's sphere of influence.
  - To develop a following for an idea or person.
  - To build a community.



# What Motivates Mentors?

The most successful mentors seem to be  
altruistically motivated.





## What Motivates Protégés?

- Admiration for a senior colleague.
- A desire to advance one's career more quickly.
- A desire for a confidante to discuss the hard questions with.



# What Motivates Protégés?

The most successful protégés:

- Have clearly defined goals, but are flexible.
- Listen well and, if necessary, seek out honest feedback.
- Are respectful of the resource that their mentor embodies.



# Content for the Mentoring Relationship

## Developing a Personal Philosophy of Technical Communication:

- Why are you here?
- Why this; why now?
- Tools, tools, techniques, and fads.
- Responding to the NEXT BIG CHANGE.
- Loving your work – or at least not hating it.
- Finding meaning in the mundane.
- Identifying the adventure!



# Mentoring Yourself

- Learning out of the air
- Shaping ourselves in the likeness of our heroes
- The art of self-inspiration

# Why do you work?

*The purpose of industry  
is to provide the material foundation  
of a good social life.*

- Richard H. Tawney



# Why do you work?

*We work to become, not to acquire.*

– Elbert Hubbard





Questions?  
Comments?  
Stories?

JEAN RICHARDSON  
[jean@azuregate.net](mailto:jean@azuregate.net)