



SHRM-ATLANTA
MENTORING COMMUNITY
expanding your horizons

MENTORING FUNDAMENTALS

WHAT IS MENTORING?

Mentoring is a partnership between two people which supports a personal and professional development strategy. Mentoring is a term generally used to describe a relationship between a less experienced individual, called a mentee, and a more experienced individual known as a mentor.

“Mentoring is a brain to pick, an ear to listen, and a push in the right direction.”

- John Crosby

WHAT IS A MENTOR?

A mentor is an experienced person who provides information, advice, support, and encouragement to another person, often leading and guiding by example through his/her expertise or success. In a more general sense, a good mentor is anyone you can learn something from. Mentors serve as trusted and significant advisors, providing a sounding board for day-to-day issues encountered on the job and alternative perspectives on issues in terms of both problem identification and problem solving.

The table below offers attributes of effective mentors and effective mentees.

| Effective Mentors | Effective Mentees |
|--|---|
| <ul style="list-style-type: none"> • Encourage the exploration of ideas and risk taking in learning • Utilize effective coaching techniques • Provide appropriate and timely advice • Serve as a confidant for work-related issues • Help mentee to shift his/her mental context • Suggest appropriate skills training • Serve as a source of information and resources | <ul style="list-style-type: none"> • Be open to receiving feedback and coaching • Take responsibility for your own professional growth and development • Seek challenging assignments and new responsibilities • Keep commitments agreed to with your mentor • Renegotiate the mentoring relationship when your personal or professional needs change • Manage the meetings – schedule mutually agreed timelines, locations, etc. |

"I think mentors are important and I don't think anybody makes it in the world without some form of mentorship. Nobody makes it alone. Nobody has made it alone. And we are all mentors to people even when we don't know it."
- Oprah Winfrey

THE BENEFITS OF MENTORING

Research shows that individuals who are mentored have an increased likelihood of career success as a result of the targeted developmental support they receive. Using a variety of approaches to mentoring (such as those described in the previous section) provides a multitude of benefits to program participants that can extend to the local chapter as a whole. The benefits of mentoring include:

- Building a lasting career network that strengthens the perception of HR as a profession
- Developing the professionalism of the chapter members to increase the likelihood of career promotions and other career moves
- Providing chapter members with access to a network and support system to facilitate professional and career development
- Enhancing chapter members awareness and understanding of the importance of mentoring in career development
- Facilitating the development of mentoring relationships for HR professionals employed in industries where mentoring is not readily available
- Providing an opportunity for chapter members to engage in meaningful professional development activities
- Linking local chapter members to diverse HR perspectives and experiences
- Enhancing chapter members' knowledge of career success factors and the importance of career networks
- Facilitating local HR "knowledge sharing"
- Developing emerging talent for future chapter leadership positions

References

NOVA/Dulles SHRM Mentoring Program Toolkit

How to Find the Right HR Mentor, Targeted partnerships can turbocharge your career. After all, no one understands HR like HR. By Kathryn Tyler April 16, 2018 <https://www.shrm.org/hr-today/news/hr-magazine/0518/pages/how-to-find-the-right-hr-mentor.aspx>