

Should I consider engaging with a mentor?

We recently explored the topic of [taking your career seriously by setting goals for yourself](#) and thinking about whether a mentor could help you. **Let's review what mentoring really means....**

It is a relationship based on trust and respect for the purpose of sharing and fulfilling a mutual agreement based on a set of defined objectives to be achieved within a set period of time. It is a unique partnership between two or more individuals requiring commitment and openness.

Does this sound like something that you could benefit from?

If you are considering setting up a mentoring relationship, it is important to keep in mind the following:



Mentoring Is...

A relationship—It is a confidential voluntary relationship built on mutual trust and respect. It is about nurturing, strengthening confidence and challenging viewpoints.

A development tool—It is a development program that grows knowledge, networks, and careers. The process allows more experienced professionals to support and develop others.

A knowledge sharing opportunity—It is a process that improves cross-functional knowledge sharing and facilitates the flow of information and ideas.

An organizational culture enhancer—It can help employees better understand their own organization's operations, policies, and culture.

Self-directed mentoring is often employed by organizations who facilitate a mentoring program and is a "mentee driven" approach in which you take responsibility for identifying and engaging a more experienced employee to act as your mentor. It requires a commitment of time and openness to learning and discovery.

Whist this is positive and offers lots of flexibility to the mentee, success is heavily dependent upon appropriate planning, structure and self-discipline.

Do you have what it takes to be a good mentee?

Click here for more information on how to get started.
<https://jobs.parexel.com/do-you-take-your-career-seriously>



Mentoring Is Not...

A guarantee of promotion—A mentoring relationship provides no assurance of promotion, however, both parties may develop competencies and skills that improve overall job performance.

A replacement for formal development—Mentoring cannot take the place of formal training, but rather should augment formal development activities.

A management replacement—The mentor should not take on the responsibilities of a mentee's manager.

A counselling program—Mentoring is not an employee assistance program that provides employees with counselling on personal issues.

Spontaneous or casual—It is a planned program in which the mentee sets the meetings, drives the agenda and sets expectations for the relationship.