

# 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.