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Hear What Our Clients Are Saying



We'll be speaking at [Women of the Channel West's](#) upcoming conference called "*Cultivating the Next Generation of Female Leaders in the IT Channel and Industry.*" Our CEO, [Lisa Fain](#), will be presenting a workshop called **Mentoring Matters: Transforming Your Career and Workplace Through Mentoring** on May 16. We are excited to be participating in this conference that supports women in tech.

The Most Frequently Asked Questions About Mentoring, Answered

Many thanks to [Association of Talent Development](#) for asking Lisa to write a blog post recently. In that post, we answered FAQs about mentoring. Here's an excerpt:

Q: *Why can't I just get my mentoring from my supervisor?*

A: *Because mentoring is a leadership competency, good managers are often good mentors; but the purpose of these relationships is distinct, and having a mentor who is not your manager provides clear advantages.*

First, the role of your manager is to make sure first and foremost that you are performing well in your job. The role of your mentor is to make sure first and foremost that you identify developmental goals that work for you, which may or may not have anything to do with your current job.

Second, the allegiance of your manager will always be first to making sure the company succeeds; the allegiance of your mentor is to make sure you succeed.

Finally, we often hear from mentees that their mentor can provide an unbiased, objective, fresh perspective that a manager may be unable to provide because they are mired in the details of day-to-day work.

[Review the full post now.](#)

Your Mentoring Year, Recap

You've come so far in your mentor/mentee relationship! Take a breath and take a look at all you've accomplished over the past 12 months.

Do you remember where you began a year ago? What was the quality and tone of that relationship then? What were your goals and visions?

Where are you now...and even more exciting, Where are you headed for the next 12 months?

Next month we begin a whole new series of tips! So, dream, journal and wonder at your next level...and stay tuned for more.

YOUR MENTORING YEAR IN REVIEW

- Establish Trust** (with handshake icon) → **Build a Relationship**
- Ask for Feedback** (with megaphone icon) → **Give Feedback** (with starburst icon: TELL US WHAT YOU THINK...)
- Establish Ground Rules** (with speech bubbles icon) → **Have a Conversation**
- Maintain Accountability** (with checkmark icon) → **Avoid Stumbling Blocks** (with person tripping icon)
- Set Starter Goals** (with target icon) → **Set S.M.A.R.T. Goals**
- Be Thankful** (with calendar icon) → **Resolve to Do Better** (with 'I'm thankful today for' graphic)

Can a Mid-Career Crisis Be a Positive Thing?

[Harvard Business Review](#) weighs in on this real issue, what a mid-career crisis does, and what an employer might cultivate and create when a valuable team member's career satisfaction seems to bottom out. delivers insights on this real issue.

Review not only how and when it can show up, but also what an employer might cultivate and create when a valuable team member's career satisfaction seems to bottom out.

What Can Siri Teach Us About Effective Communication?

You may employ Siri on your mobile device with varying shades of attention and focus.

But there are nuances you may have missed. [Here's what Lois Zachary found](#) about Siri when she listened and reflected on what was actually happening in her own exchange with Siri.

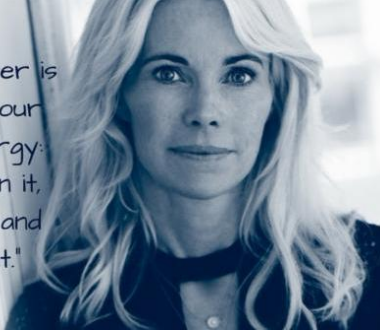
Think you'll invite this light but relevant [post](#).



How Women at the Top Can Renew Their Mental Energy?

One more from [Harvard Business Review](#): It is crucial for women at the top to recharge, yet when someone

"At the center is managing your mental energy. How to gain it, maintain it, and not drain it."



is in a leadership position, it can be particularly challenging to do so. Wedell-Wedellsborg notes, and then delves into, three tactics that her female clients have used to succeed in the particular and complex context of a top-level job.

It's a longer [article](#), and worthy of your time to review and absorb it

Hear What Our Clients Are Saying About Our Team

Praise for the "best retreat we have ever had."

"Lory facilitated the best retreat we have ever had. The group walked out so energized, so empowered and so excited ... everyone was supercharged. I also feel a special bonding went on with the group that we also never experienced." - Marsha Berkson, San Diego Federation Women's Division

[Review more client testimonials.](#)

The image shows a hand pointing at a 'CONTACT US' button. Above the button are three icons: an '@' symbol, an envelope, and a telephone. To the right of the button, the text reads: 'Let's talk about your next workshop, team event or mentoring initiative.'

Our Mission

We are committed to promoting individual and organizational mentoring excellence. We do this by providing: mentoring training, coaching, consultation, and program evaluation. We've helped leading organizations around the globe create mentoring cultures, and we're here for you.

A Note to Our Readers

We believe that leaders cannot be effective without a strong and ongoing commitment to mentoring excellence. This belief, our passion for mentoring excellence, and our extensive experience in the field with organizations led us to create the Center for Mentoring Excellence.

At our virtual center, www.centerformentoringexcellence.com, you will find mentoring tools and resources, expert advice and a forum for sharing best mentoring practices. We hope that you will visit us there and let us know how we can continue to help you raise the bar on mentoring in your organization.

STAY CONNECTED WITH US



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