

Mentoring Matters

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How do you measure up?

1. Use the "Top 50" list to benchmark your current mentoring practices
2. Identify three areas for improvement and growth
3. Develop your plan
4. Identify measures of success
5. Execute your plan
6. Celebrate success!

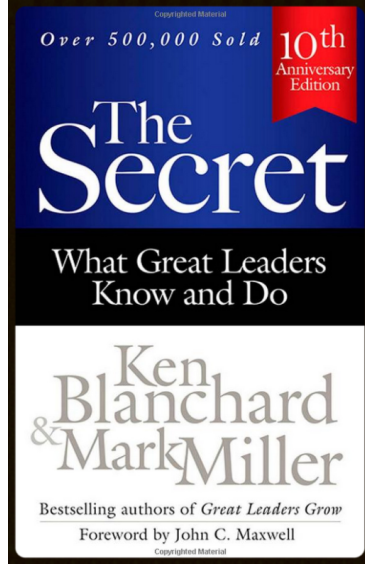


We polled our e-letter subscribers and asked them to complete the sentence stem, "**All Mentors Should....**" Here's a list of 50 of the items they came up with. It was no surprise that, once again, [listening](#) floated to the top of the list.

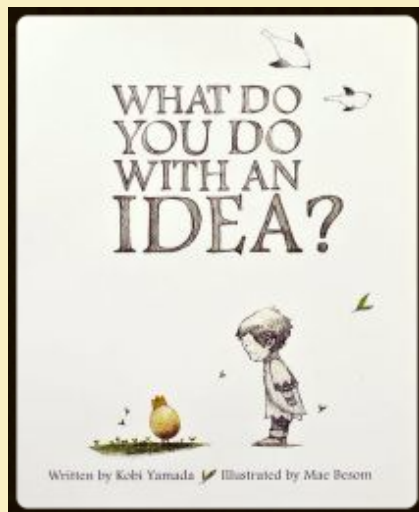
1. Listen more than they talk
2. Listen without judging
3. Learn to listen well
4. Actively listen to their mentees before providing guidance
5. Work to improve the abilities of those they mentor
6. Come prepared to each meeting
7. Continuously look for new learning and ways to support the mentee
8. Allow the mentee to find their own way
9. Be sounding boards and thinking partners
10. Really care about the development of people



11. Take an interest in the mentee's whole self
12. Truly believe in their mentee's potential and encourage them to reach it
13. Read Ken Blanchard's book [The Secret: What Great Leaders Know and Do](#)
14. Be approachable
15. Be emotionally intelligent
16. Focus on the mentee being their number one customer and treat them that way
17. Practice what they preach
18. Want to be a mentor
19. Be open-minded
20. Be committed and sincerely want to help others succeed



21. Be attentive to the ideas and the language of emotional expression of their mentees
22. Be open to feedback and challenge
23. Be prepared to ask the 'difficult question' of their mentees
24. Have goals and expectations for what they want to achieve with mentoring
25. See the mentee for who she is and where she wants to go
26. Share their experience and expertise without trying to force the mentee into their mold
27. Treat the relationship as the gift it is
28. Be ready and open to learning
29. Remember what it was like when they were learning the ropes
30. Be courageous, kind and reflective



A Clear Message To Mentors About the Importance of Listening



Most people do not listen with the intent to understand; they listen with the intent to reply.
Stephen R. Covey

In a [recent survey](#) conducted through our Center for Mentoring Excellence, listening emerged as the top mentoring best practice. Readers of our monthly e-letter, Mentoring Matters, also identified listening as the #1 attribute of a good mentor.

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

Empathy is...
seeing with the eyes of another,
listening with the ears of another
and feeling with the heart of another

- Anonymous

31. Make the effort to see life through the eyes of their mentee and anticipate challenges
32. Move beyond supporting their mentees, to challenging them to stretch beyond their comfort zones
33. Be willing to share the lessons learned from their experience
34. Have a good understanding of themselves
35. Be able to read the nonverbal language of the mentee
36. Promote a climate that is honest and open for both parties to share their feelings freely without fear of retribution
37. Do good
38. Be ethical and trustworthy
39. Admit limitations

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.

40. Care about the individual they are mentoring -- not just a skill transfer but make a human connection



41. Go through some training and education to help them prepare for being a mentor
42. Have a mentor
43. Have been a mentee
44. Have the best interest of the mentee and the business in mind to support the growth and development of the mentee to better contribute to and navigate through the business
45. Show empathy
46. Establish a relationship with the mentee
47. Keep his/her promise
48. Stay focused on building the relationship and achieving mentee learning goals
49. Create the expectation of feedback
50. Reflect on their mentoring practices to identify areas for improvement and growth

