

# ESTABLISHING A POSITIVE MENTORSHIP

## KEY FACTORS IN MENTORSHIP



Perception of support and understanding



Safe space to share



Mutually beneficial to mentee and mentor



Opportunity for in person meetings

## PRINCIPLES OF MENTORSHIP

### Building a Relationship

The Mentor takes the role of creating a safe and open environment for the mentee to try and exploring things

### Personal Development

The relationship focuses on the development of the mentee's self-awareness and self-knowledge, while helping them learn and explore new skills

### Dictating the Process

The mentee is given opportunity to guide the relationship and dictate what is discussed and learned through questioning prompted by the mentor.

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## FINDING A MENTOR

### Question 1:

What are you looking to gain from a mentorship? Examples: Shared experiences, career advice, educational advice?

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### Question 2:

Is it important to you that your mentor be someone you already know? If so, is there a member of your network that you see as fitting the role of mentor for you?

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## FINDING A MENTOR

### Question 3:

If you don't have someone in your network that fits as a mentor, where else could you access a mentor? Examples: Alumni networks, community sport programs, etc.

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### Question 4:

When reaching out to a mentor, it is important to be clear about what you are looking for in the relationship. Use the space below to brainstorm what you might say.

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# ESTABLISHING A POSITIVE MENTORSHIP

## NEXT STEPS

### Step 1:

Identify a mentor, or where you can find a mentor

### Step 2:

Reach out via email, phone, or text, depending on the relationship. If you do not know the person well, phone or email is recommended.

### Step 3:

Be clear about what you are looking to get from the relationship and how you would like to facilitate the mentorship (phone calls, coffee meet-ups, etc)

### Step 4:

Do not be afraid to end or make changes to the mentorship if it is not working for you

### Notes:

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#### References:

Female Coach Mentorship Model Development Pilot Project | Coaching Association of Canada. (n.d.). Retrieved from <https://www.coach.ca/cac-caaws-female-coach-mentorship-project-p160470>

The 3 Steps of the Mentoring Process | Coaching Association of Canada. (n.d.). Retrieved from <https://www.coach.ca/the-3-steps-of-the-mentoring-process-p159936&language=en>