

Definitions about mentoring What others have to say about mentoring ...

“Mentoring is a sustained partnership that is necessarily multifaceted and is enhanced by mutual respect and concern.”

“Mentoring does not happen by accident, nor do its benefits come quickly. It is relationally based, but it is more than a good friendship... mentoring is not two people who just spend time together sharing.”

“What distinguishes facilitated mentoring is that the mentor generally belongs to the organisation and is not involved in managing their mentoree’s performance. The mentor brings a significant inside perspective on organisational life and can create an independent space for the mentoree to reflect on their experiences at work unconstrained by career imperatives to make a good impression.”

“The purpose of mentoring is always to help the mentee to change something - to improve their performance, to develop their leadership qualities, to develop their partnership skills, to realise their vision, or whatever. This movement from where they are ('here'), to where they want to be ('there').”

Take a moment to ask yourself:

- ✓ How does your definition of mentoring compare to these mentoring definitions?
- ✓ Do you think that mentoring may be a “way of learning” for you?
- ✓ Could mentoring support you to meet different needs of your clients?