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# Mentee tips

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**The proactive effort by a self leader to establish, manage, and sustain a relationship with a mentor who will guide and support the self leader’s vision, goals, and outcomes...**

## What is your vision?

A mentor does not replace your boss in terms of your development

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Manager	Mentor
Leads, manages, coaches and supports	Shares experience and expertise
Agrees objectives and personal development plans	Helps to direct you to find contacts to extend internal and external networks
Is accountable for performance management and talent planning discussions	Provides insightful questions based on their own experience

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## Tips for the Mentee

- Use the skills and experience of the mentor to the full
- Own & drive your self-development by being prepared before every meeting – what do you want to discuss? What do you hope to achieve?
- Agree expectations and ways of working at the start of your mentoring relationship, especially in the areas of confidentiality and commitment
- Ask for feedback on progress – don’t be defensive and ask for specifics
- Have clear SMART objectives for the session
- Think about how often you will meet, where you will meet, in person or on the telephone?
- What could make the mentoring relationship great?
- Think about what do you want from your mentor – question is it realistic?
- You will agree guidelines and ways of working with your mentor
- Have respect and integrity

**The key to the success of the mentoring relationship is that both parties want the relationship to work and that they work hard at making the relationship a good one.**

If you have any questions contact: [chnmentoring@gmail.com](mailto:chnmentoring@gmail.com).