

## GETTING TO KNOW YOU TIPS FOR NETWORKING WITH MENTORS AND MENTEES

Developmental mentoring is a supportive and empowering relationship based on mutual trust. It is a safe space for individuals to reflect and explore their ideas with someone who is encouraging and open-minded. Therefore, the quality of the relationship between mentor and mentee is vital\* so getting off to a good start is essential. Typically, the first one or two conversations establish rapport and ways of working. This is where trust is built and people start to feel safe.

### TWO AREAS ARE CRUCIAL DURING THIS PHASE:

1. LOOKING FOR A CONNECTION THAT HELPS BUILD TRUST
2. IDENTIFYING GOALS FOR THE MENTORING RELATIONSHIP

#### LOOKING FOR A CONNECTION THAT HELPS BUILD TRUST

Aim for making an authentic connection between you both that does not simply rely on professional interests. It is easy to fall into the trap of focusing on work, but in order to deepen the trust and openness between both parties, it is important to establish other connections that are not specifically work related, but enable you to get to know each other beyond your job roles.

Here are some questions that could help build an authentic connection:

- "What do you enjoy outside of work?"
- "What are you currently reading for pleasure?"
- "What personal interest would you love to have more time for?"
- "What are your hopes and fears for this mentoring relationship?"

#### IDENTIFYING GOALS FOR THE MENTORING RELATIONSHIP

It may seem obvious or straightforward what the purpose of the mentoring relationship is, especially if the scheme has a clear steer. However, it is always worth examining and stretching your ideas about what you could achieve as there may well be additional or undiscovered benefits not yet acknowledged. It is also important to note that developmental mentoring is mutually beneficial, so finding out how you can both gain or learn, is useful.

Here are some questions that could help strengthen the purpose of the mentoring:

- "What do you want to be different as a result of this mentoring?"
- "How do you want to feel about your work?"
- "What kind of help from me (the mentor) would you find most useful?"
- "What could we both learn?"

Building rapport – [watch a quick video](#) (3 minutes) by Daniel Goleman (psychologist and author on multiple books on emotional intelligence).

\*Research at Ashridge Business School finds that "The coaching relationship remains the best predictor of outcome." [Article Link](#)

#### THIS INITIATIVE IS SUPPORTED BY



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