

## Why Do I Need A Mentor?

There is an expression, "same old, same old." And the follow-up saying is, "If you keep doing what you've always done, you'll always get what you've already got."

A mentor is someone who can help you move to the next level, solve problems, think differently, view new possibilities, clear wasted steps and energies, select new habits to replace old habits, meet new people, change to a whole new way of living life and doing business.

Many people have heard of mentors but are unsure of how a mentor can help. "Mentors can both play an invaluable role in providing information, advice, an objective perspective, and also act as a sounding board," explains David Glutterbuck, CIPD Managing Director.

A mentor is usually someone you admire and in whose footsteps you might want to follow. They may be in a senior role at your firm or in another organization altogether. Mentors are willing to take you under their wing because they like you and see potential in you. "Mentors will often open doors for you and introduce you to other people within their network. And they do this for the sheer satisfaction of helping you to grow and succeed," adds David Megginson, Mentoring and Coaching Research Unit, Sheffield Hallam University, UK.

Mentoring relationships often emerge after you have worked with someone, perhaps a boss or colleague, for a period of time. You may discover that the person you admire as a role model is willing to share their knowledge and experience with you on a more regular basis.

Think of a position, job or place that you might want to connect with and/or possibly work. Simply call someone within that organization and ask to meet them. Tell them that you are searching out a mentor and wondered if they might have time to speak with you and perhaps offer suggestions for personal growth. It is amazing how often people say yes.

Some suggestions for finding and making effective use of a coach or mentor include:





- Look for a good fit. You should feel comfortable in communicating openly with your mentor or coach, and that your relationship provides a balance between supporting and challenging you.
- Be clear about your goals. Enter with ideas of what you want to accomplish by partnering with this person. Write down your questions ahead of time. Be, look and act prepared.
- Be committed to the process. Use your coach or mentor's time wisely and follow through on recommended "homework" activities. Set time limits to each meeting.
- Have a beginning and ending of the relationship in mind before you start.
- Acknowledge the mentor at the beginning and end of each meeting.

Everyone needs a mentor. Everyone uses mentors. Why do you need a mentor? Just because! That's why!

If you have other questions or need some support locating an appropriate mentor / coach, contact us at Peer Mentor.net. It is a "People Helping People" business.

