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# The forgotten art of **mentoring**

# A handfull of mentors

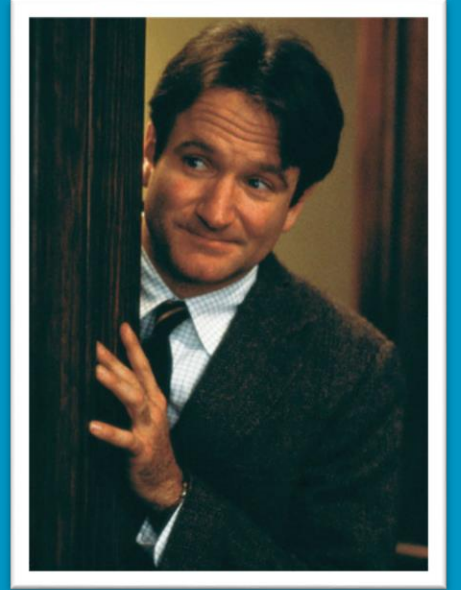
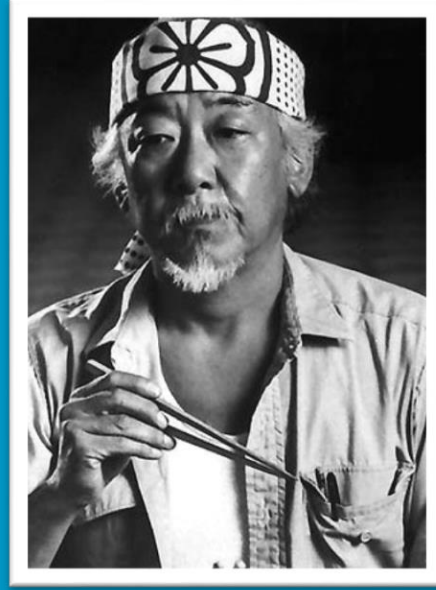
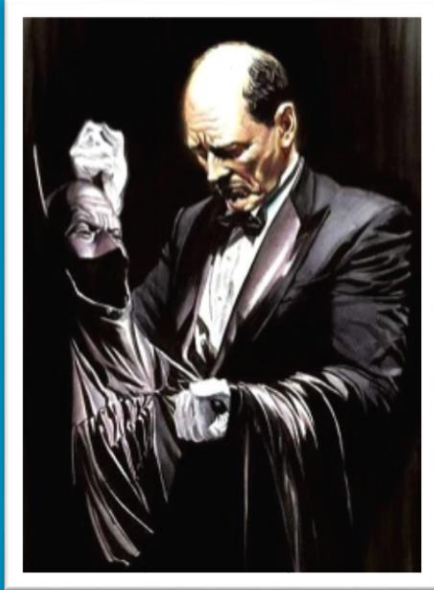
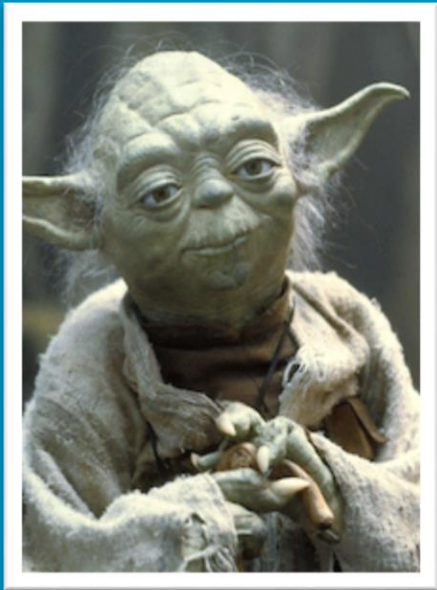


Image Source: Wikipedia

# Do you recognize those persons?

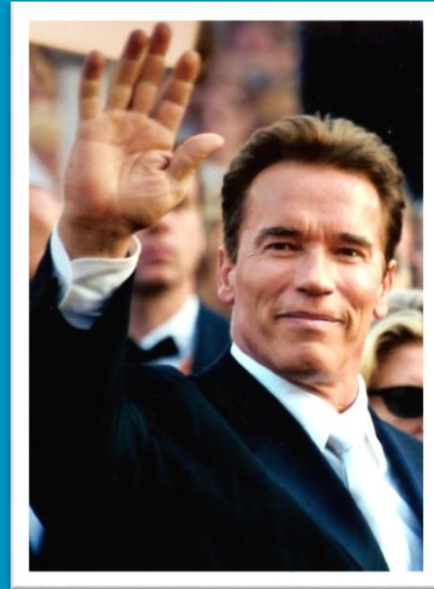
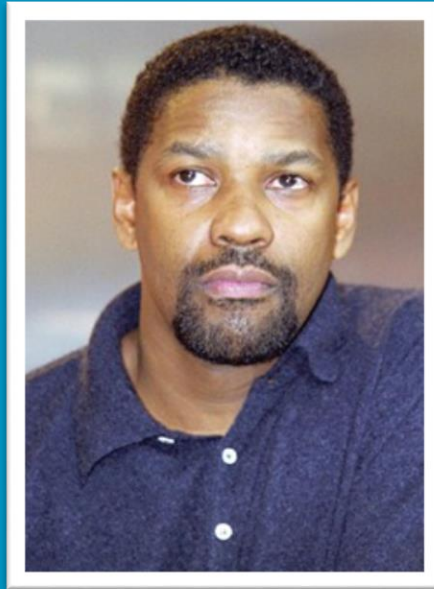
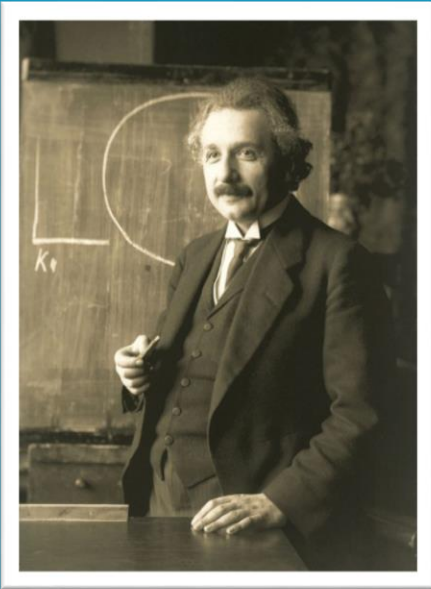



Image Source: Wikipedia & [ruthnoller.blogspot.de](http://ruthnoller.blogspot.de)

 ***Show me a successful individual and I'll show you someone who had real positive influences in his or her life, a mentor”***  
**- Denzel Washington**

Mentors!  
Where art thou?

# What is a Mentor?

# Mentor

**Anyone who has a positive, guiding influence in another person's life, a trusted counselor or guide**

- Merriam-Webster

# The many faces of mentoring



**Coach**  
**Tutor / Teacher**  
**Mum**  
**Sparing-Partner**  
**Friend**  
**Godfather**  
**Boss**



*intentionally*

**Mentor**

**Anyone who has a positive, guiding influence in another person's life, a trusted counselor or guide**

*over a longer time period*


# Shu-Ha-Ri Stages of learning

Why should you  
**mentor?**

# Benefits for the mentee

**Help in problem solving**  
**Impartial advice**  
**Encouragement**  
**Professional development**  
**Increased visibility**

# Benefits for the mentor

 ***We make a living by what we get, we make a life by what we give”***  
**- Winston Churchill**

Why doesn't  
everyone do it?

# Why doesn't everyone do it?

**Takes work**  
**Insecurity**  
**Lack of training**



***It is not because things are difficult that we do not dare, it is because we do not dare that they are difficult”***  
**- Seneca**



# Biggest road block: **Accepting the mission**

# Different kind of **Mentors**

# 5 mentoring aspects

**Advisor**  
**Listener**  
**Connector**  
**Cheerleader**  
**Challenger**

# *Exercise*

**Who are/were  
your mentors?**

Write down their names

Timebox: 1 min

# Looking for a Mentee

# The perfect mentee

...of course he/she does not exist!

**Makes things happen & adds value**  
**Influences others**  
**Is committed**  
**Is respectful & loyal**

## *Exercise*

**Who could you  
mentor?**

Write down their names

Timebox: 1 min

# Looking for a Mentor



# Know yourself

**What makes you awesome?**

**Where do you want to go?**

**Who do you want to be like?**

**What outcome for the mentoring?**

# Before you jump in with a mentor

**Life worth following?**

**Other followers?**

**What influences others to follow?**

**Produces leaders?**

**Reproducible strength?**

# *Exercise*

**Who could be  
your mentor?**

Write down their names

Timebox: 1 min

The one trick  
to ~~rule~~ them all!

*mentor*

**Be there**  
**listen & ask questions!**

# „Question Formulation Technique“

<http://rightquestion.org/education>

It starts  
**Now!**

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