



HOW TO BUILD A TRUSTING MENTOR/MENTEE-RELATIONSHIP

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AGENDA

- THE FOUNDATION
- BUILDING AND GROWING THE RELATIONSHIP
- THE EXTRAS
- QUESTIONS

THE FOUNDATION

DEFINITIONS

- **Mentor**
 - an experienced and trusted advisor
- **Mentee**
 - a person who is advised, trained, or counseled by a mentor

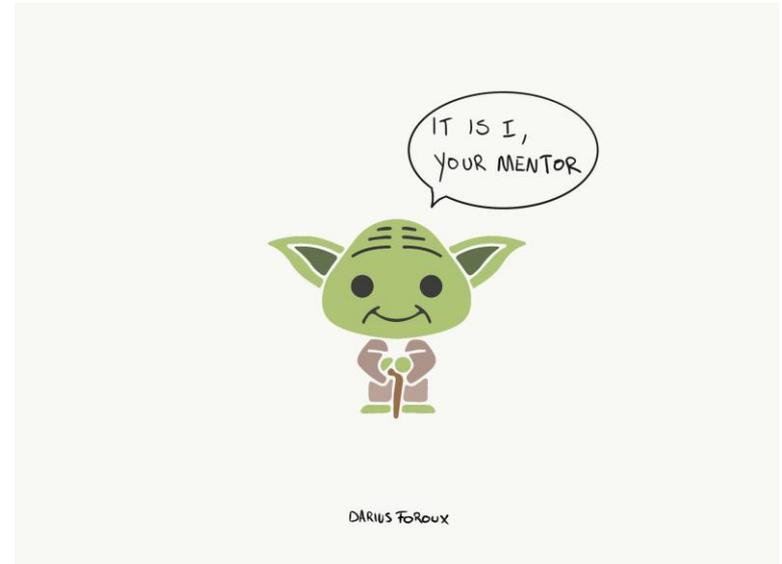
WHY IS HAVING A MENTOR IMPORTANT?

- Different point of view
- Helps you grow without being tied to promotions, projects, etc.
- Challenges you to push yourself outside of your comfort zone
- Can balance encouragement with tough love
- Provides encouragement when things get tough
- May help you learn skills you didn't realize you had an interest in or were of value to you



BECOMING A MENTOR

- Don't have to be a manager or be in a leadership position
- Figure out why you want to be a mentor and what you can get out of the experience
- Analyze your areas of improvement and hone your skills
- Build new relationships
- Use your network to find people to mentor



FINDING A MENTOR

- Do some self-reflection on what you want and need (personally and professionally)
 - Make a list of who you know
 - Ask friends, family, coworkers, and managers
 - Don't be afraid to have introductory sessions with several different people
 - Trust your gut!
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SOME QUALITIES OF A GOOD MENTOR

1. Trustworthy
 2. Can provide candid feedback (Radical Candor)
 3. Open to feedback
 4. Supportive
 5. Kind
 6. Honest
 7. Knowledgeable
 8. Patient
 9. Good listener
 10. Respectful
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"A personal process that combines role modeling, apprenticeship, and nurturing." - Ricer, 1998

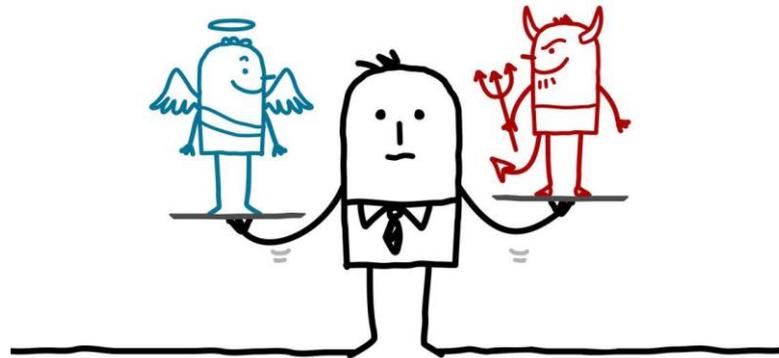
"The relationship often provides some benefit to both participants in terms of opportunities for reflection and collaboration and can be viewed as a partnership, with the shared primary goal of supporting the mentored person. ...mentoring, to be effective, requires of the mentor empathy, maturity, self-confidence, resourcefulness, and willingness to commit time and energy to another. The mentor must be able to offer guidance for a new and evolving professional life, to stimulate and challenge, to encourage self-realization, to foster growth, and to help make more comprehensible the landscape in which the protégé stands." - Bhagia and Tinsley, 2000

"...we defined mentoring as a nurturing, complex, long-term, developmental process in which a more skilled and experienced person serves as a role model, teacher, sponsor, and coach who encourages, counsels, befriends a less skilled person for the purpose of promoting the latter's professional and/or personal development. The one-on-one relationship is initiated at the behest of the protégé and is, in turn, accepted by the mentor. The relationship is marked by high ethical standards and clear boundaries. Both parties experience mutual benefits and personal and/or professional growth. Mentoring functions are carried out within the context of an ongoing, caring relationship between the mentor and the protégé. Mentoring is not a single task or training episode, a group experience, or a pre-assigned relationship that is unidirectional in benefit." - Black, 2004

Source: Familymedicine.uw.edu

WHAT CAN RUIN A GOOD MENTOR/MENTEE RELATIONSHIP?

- Lack of consistency
- Feeling like a mentor is being a mentor for recognition
- Not caring about each other
- Not being able to trust each other
- Not challenging each other
- Giving them all of the answers
- Not helping the mentee connect what is being discussed in mentoring sessions with their day-to-day work or their overall career goals



BUILDING AND GROWING THE RELATIONSHIP

SAMPLE TOPICS TO DISCUSS

Mentee

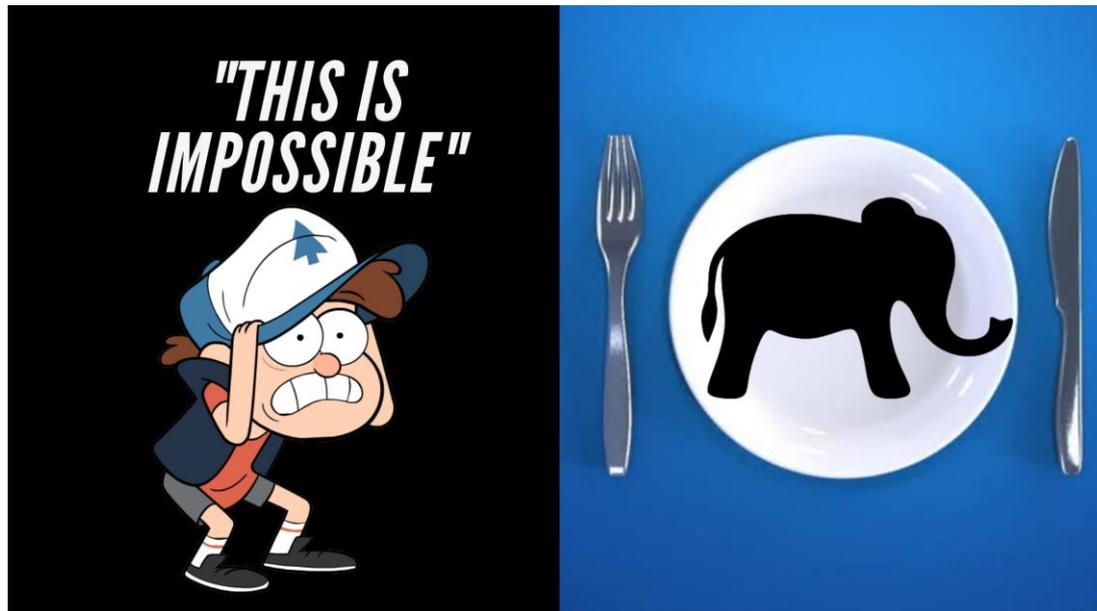
- Analyzing most recent accomplishment
- Discussing lessons learned on a project
- Role playing scenarios on dealing with a problem
- Walk through one example of leading by trust
- Talk through a goal from start to finish

Mentor

- Walk through a failure on a project or in their career and what they learned
 - How they became an expert in their field
 - Most important lesson they've learned in their field
 - Work/life balance
 - How career goals have changed over the course of their career
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PUTTING IT INTO PRACTICE

- How to eat an elephant...one bite at a time
- Feel empowered to try something different
- Ask for help
- Document your efforts
- If at first you don't succeed...



THE EXTRAS

WHAT ELSE TO CONSIDER

- Frequency of meetings
- Communication method
- How to get the ball rolling

RESOURCES

- “Mentoring Toolkit - Goal Setting.” *BU.Edu*, Boston University Questrom School of Business, July 2013, <http://www.bu.edu/questrom/files/2013/07/Mentoring-Setting-Goals.pdf>.
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QUESTIONS
