

Session on Mentoring

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Virtual Learning Series Event - Federal Youth Network

What is mentoring?

Mentoring is the practice of advising or guiding someone on their professional journey. This can be done traditionally by a leader or expert in a specific field.

Reverse mentoring is also a valuable approach to mentoring. Reverse mentoring is a younger professional teaching and older professional things such as technology, software, social media and current trends.

What can I learn from a mentor?

- Strategic planning
- Career planning and advice
- Networking
- Performance and results
- Communication skills
- Leadership skills
- Goal setting
- Resourcefulness
- New perspective

Tip: There are many types of mentoring and coaching relationships!

Steps to find the right mentor

1. Start by looking through your existing network
2. Talk to colleagues or those in your professional network for leads
3. Look within two levels of your own, approx. gap of 5 - 10 years of experience from yourself
4. Be proactive and reach out emailing, Tweeting, messaging on social platforms etc. to start the conversation



Tip: Specific challenges are much easier to help with than asking for general career advice!

Asking someone to be your mentor:

1. Focus your outreach on them, not on yourself.
2. Establish some common ground.
3. Say why you're specifically asking *them* to help you.
4. Keep your outreach short, and focus on readability.
5. Close with a Call to Action (CTA).

Questions:

When in your career should you seek a mentor?

How is mentoring different from coaching?

How does a student/employee know when they would benefit from mentoring?

How long does a mentoring relationship last?

How many mentors should an employee/student have?

What should one expect out of a mentor? Mentee?

Take away - Summary

1. Don't ask a stranger to be your mentor, look within your network first and focus on building those relationships
2. Set specific goals you wish to accomplish through mentorship
3. Write a strong personalized message, that asks for advice rather than a mentorship
4. Keep things organic and informal
5. Follow up and continue to build the relationship

Resources

https://www.gcpedia.gc.ca/wiki/National_mentoring_inventory_-_Inventaire_national_de_mentorat

CSPS: Fostering Mentoring Relationships (H016)

HR experts corner - resource for finding : <https://gcconnex.gc.ca/groups/profile/6154887?language=en>