

# MENTORSHIP: PREPARING TO BE A MENTEE/PROTÉGÉ



## OVERALL OBJECTIVE

The **Mentorship: Preparing to be a Mentee/Protégé Session** aims to equip participants to successfully establish mentoring relationships; to identify life, career, and job performance development needs; and to conduct mentoring conversations so as to ensure optimal value and development assistance with identified development and/or challenge requirements.

## OUTCOMES

By the end of this workshop, the participants will:

- Understand tools and approaches available to assist them in accelerating their development
- Increase the effectiveness of their being in a mentoring relationship
- Be able to negotiate a development contract with their mentor
- Clarify norms, expectations, and roles in the Mentor-Mentee/ Protégé relationship

## CONTENT

### **The Mentoring Context:**

- Where the Term Mentor Comes From
- What is Mentorship
- Roles of a Mentor and a Mentee/Protégé
- What I Want From My Mentor

### **The Mentoring Conversation:**

- Analyze, Interface, Evaluate
- The Development Discussion

### **The Mentee's Career Development:**

- Assess Competence Levels
- Define Career Management and Planning
- Determine Career and Life Needs
  - Past Experiences
  - Ideal Job
  - Does Your Ideal Job ...
  - This is Your Life
- Establish Fit

### **The Mentoring Relationship:**

- Establish a Mentoring Partner Contract
- Establish a Development Action Plan
- Establish the Mentoring Parameters
- Establish Progress Measurements
- The Relationship in Perspective