

The ROCK #21 - Mentoring

**Mentoring and how it is different than coaching.
Tips for mentors and the benefits of being a mentor.
Tips on where and how to find mentors.**

Coaching and Mentoring - What Is the Difference?

<i>COACHING</i>	<i>MENTORING</i>
Focuses on the talents of the person being coached	Focuses on advising people what they ought to do
Improving or teaching skills	Giving advice
Tasks and actions	Ideas and visions
Passion and attitude	Directions and objectives and the big picture.
Transactional	Relational
HOW and WHERE	WHO, WHY and WHAT
A <i>coach</i> is like a trainer.	A <i>mentor</i> is like a personal consultant.

Mentoring - What Is It?

Mentoring is a developmental partnership between two people. It can foster the personal and professional growth of both. It is normally when one person shares knowledge, skills, information and perspective with another.

We all have a need for insight that is outside of our normal life and education experience. The power of mentoring is that it creates an opportunity for collaboration, goal achievement, and problem solving. It tends to motivate and inspire both the person mentoring and the person being mentored. Mentoring means providing advice, counsel, and insight to a less experienced person in a non-threatening manner. When you mentor someone, you guide the person until they gain the experience and knowledge they need to succeed. Mentoring promotes self-development and self-sufficiency in others.

Mentoring - Are You Meant to Mentor or Coach?

When someone is a smart, driven person and they remind you of yourself, it could be an opportunity, especially if they ask you for help, for you to become their mentor. This scenario could be a good career move for both parties. You are bound to reap many benefits when you help someone grow and progress. It will help you build your relationship skills. The best mentors make it a two-way street. You help them and they help you. Becoming a mentor will also help you build your leadership and management skills. Having someone ask for and listen to your advice will boost your confidence. Your protege can open new doors and new relationships for you the same way you do for them.

*“Chances are someone helped you get where you are.
This is a chance to give back and keep up the tradition.”*

-Donald Trump

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Benefits of Being a Mentor

- Signifies the success a mentor has achieved
- Demonstrates the mentor's self-confidence
- Demonstrates the mentor's commitment to help people
- Shows you are willing to share your experiences with people less experienced
- Shows your ability to develop future leaders
- Helps you improve your own skills and knowledge
- Allows the mentor to harvest the potential of other people.
- Can not only unlock the potential for greatness in others, but your own potential as well

Tips for Mentors

- Interact and share with the person you are mentoring.
- Share with the person you are mentoring your mistakes and struggles, as well as your successes.
- Share your expectations for the relationship between the both of you.
- Invest the time to learn about goals, attributes and preferences of the person you are mentoring.
- Identify special opportunities the person you are mentoring may have to learn a new skill.
- Facilitate meetings and networking with possible contacts that could help them in the future, for their future.
- Honor any commitments you have made to who you are mentoring.
- Provide honest and caring feedback to the person you are mentoring.
- Keep and honor any confidences you have made to the person you are mentoring.
- Respect and maintain privacy.
- Believe in who you are going to mentor.
- Think about what you would have wanted to know if the roles were reversed.
- Talk with each other about the expectations both of you have.

Tips for Those Who Are Being Mentored

- First of all, a mentor is someone you look up to.
- Plan a face to face meeting with your mentor.
- Make a list of the things you wish to discuss at a follow-up meeting.
- Communicate clearly your expectations.
- Begin a trusting relationship.
- Your mentor is your partner and guide on this journey.
- Invest time in your mentor's interests and professional career involves
- Honor all commitments concerning basic privacy and confidentiality within the relationship.
- Constantly express your appreciation for the mentor's time and the information they have given you.
- Dress appropriately for the meeting with your mentor. This is a sign of respect.
- Have a positive attitude. Believe in your achievement and have confidence in yourself.

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What Does a Mentor Provide You and Your Future?

- Teacher
- Training and coaching
- Personal advisor
- Emotional supporter
- Professional and personal advocate
- Performance development advisor
- Career advisor

The Importance of Having a Mentor

- Having a mentor will play a pivotal role in helping you get where you want to go.
- A mentor can help you figure out what you know and what you don't know.
- A mentor is someone you can vent to.
- “Experience is a great teacher.” An experienced person is a better teacher.

Tips on Finding a Mentor or Coach

- If you need a mentor, just ask, but ask tactfully.
- Choose a mentor that is a good fit for you. Someone who has a career you admire.
- Choose a mentor you think has the same values and goals you have or admire.
- Ask them for their help and to be your mentor, face to face. Make it personal.
- Discuss what you hope to get out of the relationship.
- Offer them something in return such as a unique idea or insight.
- Offer to help them lighten their workload. Offer to help them with a project or effort outside of work.

Mentors-Where Are They and How Do I Find Them?

- When you walk into a room full of people, ask yourself the following questions:
- Who would I follow?
- Who do I respect?
- Where are the "alphas" in the room?
- Where are the leaders?
- Who are the doers?
- Who would you take advice from and actually put the advice into action?
- Who would you partner with?
- Who is a good team player?
- Who could motivate you?
- Who could inspire you?

How to Ask Someone to Be Your Mentor

- “I need your help!” is the most disarming thing that one person can tell another.
- I want to learn from your experience.
- I want to be a good team player. How do you do that so well?
- I want to learn to be a leader. What should I tackle first?
- I want to be as good as you are.
- Will you coach me in how to be more like you?

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How a Mentor Can Increase the Success of Your Business

by John Rampton

There is an underutilized resource out there for small-business owners: working with a mentor. Here are a few ways mentors help your success.

As an entrepreneur or small business owner, you may be inclined to take on all challenges, obstacles, and complications that prevent your business from succeeding. A need for independence and a strong sense of self-confidence are both driving forces of entrepreneurship as well as potential impediments that can lead to a new business's downfall.

The truth is, while more than half of the small businesses surveyed in Wasp Barcode's "State of Small Business" report expected revenue growth in 2015, it is likely that 30 percent of all new businesses won't survive past 24 months-and that number rises to 50 percent after five years. Early convictions of assured success often fade, unfortunately, in the face of reality.

Thankfully, there is an underutilized resource out there for small business owners: working with a mentor. Not only is there a correlation between mentorship and success but the ancillary benefits of having someone to lean on professionally are equally compelling. Why do we believe having a mentor is so crucial?

The numbers support it. The success rate of mentored small businesses compared to those without a mentor is stunning: 70 percent of mentored businesses survive more than five years, double the rate for non-mentored small businesses over that same period. There are few things in the business world that can double your chance of success, but having someone knowledgeable you can turn to for advice is one of them. The same study, conducted by UPS, showed that 88 percent of business owners say having a mentor to lean on is "invaluable."

A mentor will help you find weaknesses in your business model. As an entrepreneur, it is easy to become overly attached to a business plan or to have tunnel vision as to the best way to achieve your goals. A mentor can help you look past your original scope and see the weaknesses in your model. As Bonnie Reiss writes:

"We tend to defend our beliefs aggressively, selectively choosing the data that reinforce what we think and explaining away, or outright ignoring, the data that do not. Smart people change their minds when presented with new facts; only the obstinate cling to opinions in the face of contrary evidence. The women you seek as mentors may challenge you. They may force you to reexamine your worldview."

A different perspective may help you decide that the time has come for your company to pivot or for you to upgrade outdated systems for new technology. Constructive feedback and criticism are expected from a mentorship. Accepting that input can pay dividends.

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It gives you the opportunity to expand your network. A mentor may not have all the answers, but he or she should be willing and able to connect you with other people who can help. A good mentor can help you find investors, clients, co-founders or contractors who provide a valuable service.

It will still be your business. One of the top mistakes that entrepreneurs make with mentors is expecting that the mentors will do the work for them. A mentor can open the door, but you must walk through it. This goes both ways. Your mentor won't be "taking over" your business, and, in fact, you can take legal steps to protect your inventions or trade secrets, should that be necessary.

The best mentoring relationships don't cost a thing-except time. Good mentors know they should not expect anything in return for their help from a financial standpoint. Similarly, mentees must not squander that valuable commodity and should not waste a mentor's time by cancelling meetings at the last minute or involving them in trivial matters that can be handled by you. Mentor-mentee relationships are built on a foundation of mutual respect, not money.

There is no standard for how often or for how long to meet with a mentor. As with most non-formal business relations, that's entirely up to the parties involved. The only constant across all mentoring relationships is to meet regularly, and to use the time together constructively. Your mentor is not a lunch buddy – he or she is an asset, yes, but also a person with his or her own responsibilities who can only budget so much time for you. If you keep that in mind, your meetings will be fruitful.

There are a number of ways to find the right mentor for you and your small business. Peers can be mentors, but you can also use government-sponsored mentor organizations (Such as SCORE), trade associations, and other groups to meet someone new.

Smart small business owners know that having an advantage like a mentor can be crucial in staying ahead of the market, and, in some cases, out of bankruptcy. Look for a helping hand of a mentor to open your mind to new ideas, and your business to new contacts and opportunities.