

# WHY MENTORING, WHY ME, WHY NOW?

Mentoring should not be seen as an activity that is reserved for those who need to improve their performance. While mentoring is very helpful in this context, mentoring is equally helpful for those who wish to develop, innovate and problem solve. Mentoring can be helpful if you have just taken up a new role, are striving for or gained a promotion, or feel that an opportunity to work with a mentor would be beneficial for your growth and development.

You may feel that inclusive mentoring would be helpful in growing your leadership network in the business, increasing your social capital, or developing improved cultural competence of the organisation in which you work. We will work with you to help you determine what type of mentoring would be most supportive.

Preparing for Mentoring is important. Once matched, our mentors will start by working with each mentee to determine what they hope to achieve from the mentoring relationship as a whole, and each conversation in turn. The goals are owned by the mentee so thinking about what would be helpful to focus on before arriving for the session is helpful.

Managing the diary is an important consideration. We would recommend that mentees 'protect the mentoring space' and try to ensure that they are free from interruptions and distractions. A mentee may want to think about asking a work colleague or manager to cover for them during their scheduled mentoring time.

If mentor and mentee are working in the virtual world, they will need to ensure the space is comfortable, private and has good phone or internet connectivity. They will want to minimize interruptions by putting phones on silent and closing doors. If mentor and mentee are meeting on a face-to-face basis, a mutually acceptable and suitable venue will be agreed. Our mentors are experienced in working with mentees to determine the best method, with consideration for individual preference and neurodiversity.



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All our mentors are skilled and trained in 'laser sharp listening' and 'powerful questioning'. They will work with their mentee to create solutions or drawing on their shared experience, suggest practice or activities.

Feedback is important for us to ensure top quality support. At the end of your mentoring relationship, you will be sent a survey to complete. This will be managed completely anonymously and if you are uncomfortable about answering any of the questions, you are free to leave them blank.

Your mentor will complete a survey too, so that we can continuously improve our processes. This will also be anonymous, and feedback will not be shared beyond that useful for us to ensure our offer is the best quality that it can be.

Are you interested in developing an [inclusive mentoring scheme](#) in your organisation? We can support you and put you touch with others who have done so, to enable the sharing of experience, joint practice development and provide a supportive network in which you can learn and grow together.

IF YOU ARE INTERESTED IN ENQUIRING ABOUT  
STAFF COLLEGE MENTORING AND SUPPORT FOR  
INCLUSIVE MENTORING, PLEASE CONTACT:  
**HELLO@THESTAFFCOLLEGE.UK**

## Further information

You might also find this document on [Coaching, Mentoring and Sponsorship interesting.](#)

