

HOW TO BE AN Impactful Mentor

To truly make a significant positive impact on the lives of those you mentor, incorporate these coaching tools and techniques into your mentoring approach:



Powerful Questions

Ask powerful open-ended questions, actively listen and guide mentees toward action. This approach empowers mentees to recognize their strengths and weaknesses, understand workplace dynamics and identify opportunities.

Examples:

- What do you want to accomplish in our time together?
- What do you see as your options? What do you think is the best option?
- How else could you have handled that situation?
- What do you want your homework to be?
Let's celebrate your success.



Emotional Intelligence

Help your mentee improve emotional intelligence by providing honest feedback, constructive criticism and encouragement. Mentors assist mentees in understanding their own emotions and how they are perceived by others. Additionally, mentors can shed light on social and political dynamics within the workplace.



Accountability

Instill a sense of accountability by assigning the mentee specific homework to be done or goals to be accomplished between sessions to keep things moving. If the mentee is not able or willing to do the homework, it may mean that they are not fully committed to their goal. To combat a victim mentality, the mentor can help the mentee identify things within their control that they can do to improve their situation.

By adopting a mentor/coach mindset, mentors can create a more dynamic and empowering relationship with their mentees, focusing on the mentees' individual goals, values and growth.