Information for Mentors

Mentoring can be both a rewarding and enjoyable process for the mentor as well as the mentee. Mentors can benefit from knowing that their contribution will assist in the development of future women leaders. Additionally, the creation of cross-disciplinary relationships can be as beneficial for mentors as for mentees, paving the way for potential future partnerships and collaborations.

Role of the Mentor
Mentors play different roles according to the mentee’s needs. Some of the most important are:

- Sounding board - helping the Mentee to work through difficult decisions and weigh up alternatives
- Role model – to be an example to the Mentee of someone who has achieved certain things that they may wish to achieve
- Challenger - someone to ask the difficult questions
- Career counsellor - helping the Mentee build and implement a career plan
- Development advisor - explaining how the organisation works and guiding the Mentee through it where necessary
- Networker/facilitator - helping the Mentee develop their own resources; from networks of other people to information on where to look to obtain finances and expertise

(Source: Clutterbuck Associates 2003)

Responsibilities of the Mentor
The responsibilities that accompany the role of mentor include the following:

- Listening without judgement or criticism
- Maintaining confidentiality (personal and professional)
- Keeping appointments and providing notice if arrangements with Mentors have to be postponed due to unforeseen circumstances
- Actively participating in the WiSER Mentoring activities