

Mentor Characteristics

CHARACTERISTICS OF A GOOD MENTOR

A mentor is one who has achieved professional success, acquired self confidence, experienced professional satisfaction and wishes to share his or her experiences. He or she is supportive, helpful and willing to consult with the employee and his/her manager on decisions of developmental activities for leadership development. A mentor is able to provide honest feedback to employees in order to help he/she improve skills and "behaviors". Below are characteristics to consider when selecting mentors.

Critical characteristics

Portrays positive personal image and is well respected.

Enjoys interacting with others

Be able to question and listen to participants

Willing to look at participants competency assessment and help determine with participant and their manager best activity to improve a skill.

Has ability to encourage and motive participants

Has an extensive network of resources

Willing to provide honest feedback related to the specific behaviors observed

Knowledge of goals, policies, communication channels, training programs

Has patience

Knows the vision and long-range goals of the organization

Supportive characteristics

Initiates coaching with others

Has managed groups of employees successfully.

Willing to share personal experiences relevant to the needs of the participant - both successful and not-so successful for the needs of participant's growth

Depending on the participant's needs would be willing to take on the coaching of an activity

Demonstrates and encourages teamwork

Technical competency

Willing to coach participants

Willing to take risks

Mentors I would recommend:

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