

The Mentor's Role

The main aim of a mentor is to build a sustainable, trusting relationship with your mentee in order to enhance their ability to start, develop and grow their business.

Mentoring activities are undertaken through a range of channels including face-to-face meetings, telephone discussions, Skype conversations or email exchanges. Whilst it is up to individuals to agree a suitable schedule it is suggested that you typically meet or contact each other on a monthly basis for a minimum of 1 hour.

Mentors are required to:

- Engage with your mentee to agree how mentoring could support their business
- Agree a programme of mentoring activity that best suits the needs of the mentee
- Encourage your mentee to express and discuss their ideas, concerns and understanding of the business situation facing them
- Help your mentee to review their progress and set realistic and practical options to realise their goals
- Help your mentee to reflect on recent experiences, good or bad, in order to learn from them
- Signpost your mentee to other sources of information, advice or support when appropriate
- Encourage your mentee to take responsibility for their own decisions, plans and actions
- Listen confidentially to the issues that are worrying your mentee
- Help by sharing your own experiences of successes and failures
- Give friendly, unbiased support and guidance
- Provide honest and constructive feedback
- Be a sounding board for ideas
- Supply contacts and networks to aid personal and business development
- Highlight any ethical issues that may arise
- Inspire your mentee to reach their potential.