



WA WEN MENTORING PROGRAM

Mentoring – Background Information

Mentorship is a developmental relationship in which one person, usually more experienced or senior (who is known as a Mentor), takes time to assist the career, professional or personal development of someone else (often referred to as a Mentee)

Mentoring therefore refers to a partnership where the Mentor offers guidance and support to help assist the learning, training, professional progression and/or development of the Mentee.

The mentoring process supports and encourages people to manage their own learning, in order to maximise their potential, develop their skills and improve their professional development.

Modern mentoring relationships often involve the formation of collaborative learning alliances which contribute to professional development, largely focused around specific goals being set and the periodic review of progress made.

Often constructive mentoring relationships are ones that are built on trust, in which there is an exchange of knowledge, experience and goodwill.

Benefits for Mentees

- Opportunity to meet a professional with experience and expertise in your area of interest
- Can gain advice and guidance about career/professional ideas and challenges, thereby helping them to make more informed career choices and decisions
- Provides scope for increased professional and career development as well as confidence moving and progressing forward
- Can assist with professional growth and career planning and provide an opportunity to reflect on professional challenges and achievements

- May help with building and growing networks
- Can get invaluable feedback on key documents such as Resumes, Job Applications, etc.
- May assist Mentees to keep updated and more aware of pertinent issues and trends.

Benefits for Mentors

- Share your knowledge and experience with Mentee(s)
- Develop your leadership, communication and management skills further
- Enhance your professional recognition and reputation
- Develop closer relationships, contacts and networks with a younger generation
- Have an opportunity to spot and collaborate with talented early- and mid-career economic students and professionals
- Revitalised enthusiasm, reflection, focus and affirmation of your skills, expertise and career experience
- Can help gain further ability and experience in explaining the scope of your skills, expertise and experience to others
- Increased awareness and skills for promoting and facilitating inclusiveness and leadership
- Assisting and supporting another individual in terms of their professional development and career progress is often an extremely rewarding process
- May help Mentors stay abreast and more aware of relevant emerging issues and challenges facing others
- Further development of mentoring skills such as listening, asking questions, guiding, providing feedback, communication and interpersonal skills.