



Asia Institute of Mentoring

Building Relationships with Mentees

Learning Circle Series

KEY POINTS & COMMENTS

- **CONNECTING** - finding common ground and connecting with your mentee so he/she feels safe to be open.
- **GENEROSITY OF SPIRIT & VULNERABILITY** -being able to share mentors own experiences including failures to establish rapport. Being Transparent
- **LISTENING WITHOUT JUDGEMENT** - Being aware of own biases, and how the other person feels is important. Giving the mentee a sense of acceptance.
- **FIND WAYS TO PUT MENTEE AT EASE-** e.g. Using index cards with questions that help mentee to relax and step outside their frame: " If I had a million dollars, what would I do ?" Listening attentively to the answers will provide the mentor a lot of clues
- **SEEING POTENTIAL & FINDING JOY IN HELPING SOMEONE EXCEL** - that's the ultimate joy of a mentor. When a mentee can feel this they will want to relate to the mentor. "YOU'RE GOOD AND YOU'RE GOING TO MAKE IT!"
- **WIDE INTEREST AND DEEP INTEREST** – Good mentors are well read and can speak and relate to various topics. Sometimes there are lessons to be learnt from unrelated topics that the mentee or mentor is interested in.
- **EMPATHY** – go beyond data to sharing feelings
- **SEE THE WHOLE PERSON** – what can the mentee continue doing that is useful to him or her , what should they start doing t make them awesome and what should they stop doing . Work from their Strengths.

"What you say is important

How you say it is more important

How the other person feels from receiving what you say is most important"

KEEP PROMISES –Key to building Trust.

ANCHORING TRUST –How you walk the talk speaks louder than your talk

"Mentoring is a longer engagement in comparison to coaching . Trust is important in a longer journey"

TRUST QUOTIENT

TRUST=CREDIBILITY + RELIABILITY+ INTIMACY
SELF-ORIENTATION

Take the analogy of riding a bicycle. Mentor can teach the mentee how to ride but the mentee still has to ride the bicycle so that Mentor and Mentee can ride together. Both receive wisdom and learning from the journey. ENJOY THE JOURNEY!!

OTHER INSIGHTS



“Help, Guide and Anticipate Pitfalls on behalf of the mentee”.

*“Speak Less,
Press Pause more often”*



“When you know you are judging, apply empathy “

“ In Mentoring learning is a two way street, both the mentee and mentor must learn”

MOMENT OF CHANGE

*Don't stress too much –
When the mentee gets the
“AHA “moment depends on
the mentee's learning path*

UPCOMING LEARNING CIRCLES

17th October: 1st Mentoring Session

14th November: Dealing mentees who are not committed to mentoring

10th Dec: Heart of Mentoring

SESSION FEEDBACK

- Good sharing. Nice space.
- Wine helped the conversations flow.
- Enjoyed the company and interaction
- Great discussion. Well done!



THANK YOU

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