



## **Understanding what you want out of a mentoring relationship**

Think back to the last interview or professional event that went really well for you. Tap into that good feeling for a moment. Chances are the reason you perform so well is because you prepared well. Preparation is the key to most successful interactions and it is especially true for mentoring. In this lesson I will help you clarify what you want from a mentoring relationship by applying three techniques.

1.The first step is to develop your self-awareness. One approach to build self-awareness is to conduct a 360-degree personal audit. This is my spin on the 360-degree performance appraisal. Often organisations have their managers complete a 360-degree performance appraisal in which they get evaluated from their subordinates, peers, bosses and customers. This audit is about reflecting on how others see you in terms of strengths and weaknesses. For example, several semesters ago, I received feedback from my students that they wanted me to incorporate more technology into the classroom. So, I got myself a technology curriculum mentor and made these changes.

2.The second recommended technique is to write goals and determine what your hopes, dreams and goals are for the next 6 months to 5 years. Consider various areas of your life like academic, intellectual, health, social, professional, financial, spiritual or anything else that speaks to you. Being able to get clear on how your mentor can help you meet your goals will lead you to the right mentor. For example, several years ago I was a beach boot camp groupie but I kept injuring myself and my doctor said to me “maybe you should try swimming instead”. At that point I could barely swim a lap but I took swimming lessons and found a swim mentor. She inspired me so much and who knows next year you might just see me out in the ocean with my mentor swimming in a peer to peer competition I have included a goal setting reflection in the exercise files

3.The third technique is to visualise your ideal mentor. Let me lead you through this exercise. Get cosy and comfortable and maybe even close your eyes. Take a breath and allow any images or thoughts to come into your mind. You may want to replay this several times. Think about where does your ideal mentor work? What type of industry or organisation? Think about connecting with your mentor. Is it over coffee, email, a networking event or just simply the Obzee App? How do you feel when you are connected with your mentor? Imagine a typical conversation. In what way does your mentor help you? What skills will you learn from your mentor? What new accomplishments will you have achieved as a result of this relationship? What does your ideal mentor look like? Any specific people come to mind? Now go ahead and write some notes down. If you got stuck and did not have an answer to these questions just go to the Obzee App to search for a mentor or it will get clearer the more you work through this exercise. Clarity is a process. If you keep taking action steps like these it will become obvious who to approach for your mentor.