A MENTOR'S VARIOUS ROLES

Situation-dependent mentoring: As a mentor, you can take on many roles. We recommend that you are conscious of switching between these different roles.

STORYTELLER: Shares stories for inspiration

SPARRING PARTNER: Engages in discussions and challenges the mentee

ADVISOR: Provides expert advice

KNOWLEDGE SHARER: Shares professional knowledge as needed

COACH: Asks questions that provide new insights

CRITIC: Provides constructive criticism and feedback

NETWORKER: Supports the mentee's development and use of networks

DOOR OPENER: Opens doors and provides references

SPONSOR: Guides the mentee in their career

FRIEND: Encourages and supports the mentee