

MENTORSHIP - A PATHWAY TO CAREER SUCCESS ©
Abridged Version
an e-Booklet

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Mentorship is a process of individualized, specialized learning that takes place between a person with much experience and knowledge and one with less knowledge, experience and know-how in a particular field or profession. Typically, the more senior person in the learning partnership is called the mentor, and the mentee (or protege as some writers wish to call the person being mentored) is the person with less knowledge. The two people, and sometimes more, form a pact or partnership to exchange knowledge that will be helpful to the development of one or both parties. Mentorship, or the process of being in a mentoring partnership, is akin to being an understudy, an apprentice or an intern in any field or profession. Mentorship is applicable to any walk of life and at any level; from students to CEO's. Mentorship has a long history and a wide appeal as an effective and efficient method of learning and teaching.

The goals of this booklet are to provide information that will motivate more people to become involved in the Mentorship process and have more people take advantage of opportunities as they are presented. Through this booklet we want to strike a responsive cord in those who are unclear about the benefits of Mentorship or who are marginally enthusiastic. By identifying objections to Mentorship and answering them we can remove barriers and create more enthusiasm for the process. The readers of this booklet will learn that everywhere there are people with knowledge who could help you to become more successful. How can you find them and take advantage of their experiences so that you and they can grow? With a changed perspective towards this form of learning, you can become more opportunistic and take advantage of what's in front and around you.

Our desire is to see mentoring partners produce positive results for themselves whether they are participants as individuals or as a part of a program. Numerous examples drawn from real-life mentoring partners will help to give you a flavor for the long-term benefits which can be derived from Mentorship. The information in this booklet has been culled from the feedback reports of hundreds of mentee/mentor pairs in formal programs and through interviews of participants in informal relationships. While many programs are targeted for the development of the mentee, mentors and program coordinators can learn much by exposure to the issues confronting a mentee population. The information in this booklet can be helpful whether you are in an organization with a mentoring program or an entrepreneur plowing your trade alone.

Through this booklet you will receive an overview of Mentorship and a preliminary guide to the benefits that can accrue to those who become involved as a mentee or mentor. Once involved in Mentorship, many people need information in order to make the most of their mentoring relationship. This booklet has sections which address issues on identifying needs, selecting and approaching mentors, managing expectations and how to start and manage a mentoring partnership. Also covered are unique challenges that might crop up in special circumstances and how to solve them. As a bonus, there is a section which outlines methods on how to design and set up a small scale and highly focused informal mentoring program. There are excerpts from other documents created by this author. Visit the [Mentoring](#) section of this website for more mentoring publications, products and workshop descriptions.