

NORTHERN POWER WOMEN  
PODCAST  
**POWER UP**  
SEASON

## How To Ace Mentoring: For Mentors & Mentees with Michelle Forward

### How to be an impactful mentor

- Anyone can be a mentor, a friend, family member or colleague
- As long as you are willing to...
  - Listen
  - Share skills & expertise
  - Commit your time
- You have what it takes!
- Create a safe environment and a relationship for your mentee to be open and candid with frustrations they have, or hurdles they're facing
- Challenge the status quo, don't be afraid to drive through change and encourage your mentee to explore different perspectives
- Being open and constructive in your feedback to your mentee: they want to hear your advice!

### What can you gain from being a mentor?

- Get a different perspective from new people
- Feel the rewards of seeing someone develop and achieve their goals
- Know that you've made a difference to someone else's life
- Strengthen your own leadership skills and consolidate your knowledge by sharing it with someone else

### Why should you find a mentor today?

Even if you love your job, you might be considering a slightly different role, or you're keen to know about your options in the future. If there's something you truly want to keep confidential, just set those boundaries. Just be brave and ask questions. You never know, you might get a brilliant golden nugget response and it might set you up for even more success: go for it!

### How to find a mentor

- Work out what it is that you want to get out of a mentoring relationship
- Think about who you admire and why. This could be anyone, from a great public speaker to a fantastic project manager
- Once you have a person in mind, reach out informally on sites like LinkedIn or Twitter. Explain that you're looking for a mentor and describe what you're hoping to get out of the relationship
- If they're happy to get into that relationship then just drive it! Set the boundaries, crystalise what it is that you want from the relationship, write an agenda for what you want and arrange the meetings
- Sometimes a mentoring relationship just ends, and be respectful around that. You can say something along the lines of

"I really appreciate all the advice and the support that you've given me, but now I'm ready to move on"