



character

a 52-week series about amplifying your
management & leadership skillset

create

Mentor

Overview

If there was one thing I would share about management & leadership...

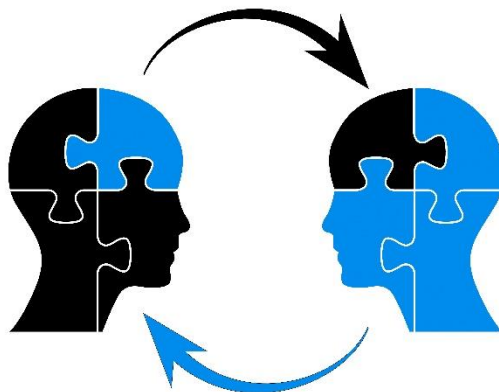
It would be about the importance of a **mentor**. Having one and being one...this is critical for all leaders. There is something about having someone speak into your professional (and personal) life. And then being that person for someone else. This question from a workshop sums up the richness of the relationship.

“What do you now know that you wished you knew at my age?”

For the week...

- **Reflect:** Think about the mentors you have had in your life...what are the things they did (or didn't do) that made the relationship so valuable?
- **Act:** A mentor-mentee relationship must have clarity in these things: Transparency, Expectations, Boundaries, Respect, Context, Empowerment and Ownership.
- And be very mindful of the idea of *Reverse Mentorship*, where this cross generational approach allows the younger to mentor the older team member and share back.

Let's be real, **the secret to being a mentor is being asked to be one**. The more challenging scenario is when the manager-leader says they be a team member's mentor without being invited. The mentee gets to establish the relationship. The best way to be one is to have one, and let that vulnerability teach what it needs to look like.



To learn more about this series, contact Kurt Reinhart.
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