

What is mentoring?

Mentoring is the process of building relationships that provide knowledge and guidance. It involves asking questions of and learning from others, including superiors and experts. Traditional mentoring involves close relationships that serve two different functions: 1) career-related functions such as providing visibility and coaching, and 2) personal and interpersonal functions, like counseling and encouragement.

Why should you invest in mentoring?

Mentoring others aligns employees with the mission and goals of the organization. It also helps each employee in and of themselves gain skills and expertise.

Managers can speak to

When and direct come across about have done know  
them with the knowledge you've gained in the job by being helpful  
learned and effective experiences

You shouldn't be giving direct help and advice. The easiest time when  
you should only be help them enhance their ability to work through and solve problems.

If you have/had mentors that made a significant difference in your life, think about the traits  
they had and actions they took that stuck out to you. Aspire to embody that with your direct  
reports. Use their knowledge learn from them by being direct and keep  
your direct reports up to date.