

## Reflecting on Mentorship in Your Life & Career

Adapted from Mentoring Skills Bite-Sized Training™, Mind Tools™

**One of the best ways to discover the mentor in you is to examine mentoring you have received.**

Your mentorship could have been a short-term intervention or a long-term relationship; it might have happened formally or informally. However, when you've been "touched" by a mentor, you know it.

To understand how *you* have benefited from mentoring, reflect on your own experiences. Your answers help define the kind of mentor you want to be and identify building blocks for developing productive mentoring relationships.

1. What kind of mentoring did you receive?
2. How did it compare to the mentoring received by people around you?
3. What did you find helpful and unhelpful?
4. How well did the mentoring you received apply to your professional and/or personal success?
5. How well did your mentor prepare you for your career?
6. As you look back, what other kinds of mentoring would have been helpful? Were there occasions where mentoring would have helped you handle a difficult situation more effectively, gain clarity about your career, or avoid "learning the hard way"?

You can also identify your key mentoring discoveries by reflecting on significant events and people in your life:

1. Have you had an "ah ha" moment in your life? Who helped you make the discovery? How did this person impact your life? In what way is that person a mentor?
2. Has someone quoted something or said something to you that was so profound you've carried the meaning with you ever since? Who was it? Do you consider this person a mentor? Why or why not? What mentoring qualities did you learn from this person?
3. Did someone help you uncover a latent talent, ability or desire? How did this person encourage you and help you with your discovery? How has this influenced your life and your mentoring vision?