

Qualities of a Successful Mentee

(adapted from <http://pcaddick.com/page12.html>)

Quality: Personal commitment to be involved with another person for an extended time. The mentee has to want to be a full partner in the mentoring connection and be invested, over the long haul, to be there long enough to realize a difference. To that end, they prepare and do the appropriate "homework" for sessions with their mentor. They work to gain the skills, knowledge, and abilities to grow.

Quality: Flexibility. Successful mentees recognize that relationships take time to develop and that communication is a two-way street. They're flexible, listen to their mentor, and consider new options. They take initiative, seeking the mentor's advice when needed. And they focus on the goal, not getting lost in the process.

Quality: Ability to recognize that mentoring is only ONE development tool. Mentors can save you time plus inspire, teach, and encourage you. They can be excellent role models for what you want to do and become. At the same time, you can also learn from many other sources. By recognizing that you can benefit from a variety of sources, perspectives and styles – even those quite different from your own – you will open yourself up to new ideas, valuable information, and a wide range of viewpoints. Consider one or more mentors as part of your overall personal development strategy.

Quality: Openness. The mentee has to know and be able to discuss their needs and objectives with their mentor. This means that he has to look inside himself to identify areas that may need work and share them with the mentor.

Quality: Ability to listen and to accept different points of view. The mentee needs to be able to receive feedback and look at the situation from the mentor's perspective to gain a more objective viewpoint. One of the biggest values of the mentoring connection is the ability to have a more experienced person's viewpoint. The mentee has to be willing to try new things, to consider different ways of "getting there from here."