



Roles of a Mentor

1

Sponsor

Develops individuals' careers, promoting awareness of and opening up relevant opportunities for them to progress and ensuring they feel motivated and engaged with the organisation

2

Guide

Helps the mentee think through their options and provide appropriate advice and guidance on a range of topics to the mentee

3

Role Model

Provides an example to be copied and imitated. The mentor can share stories of what they have experienced in their lives to support the mentee

4

Professional Friend

Provides a safe space and speaks openly and without embarrassment or fear of being rude, about issues and concerns that colleagues and line managers may avoid

5

Thinking Partner

Will not interrupt or ask questions until the mentee has done all the thinking they want to do, whether talking aloud or when they are busy thinking silently

6

Sounding Board

supports the mentee in thinking through situations and whose reactions to suggested thoughts, opinions and ideas by the mentee are used as a test of their validity, likely success, effectiveness or acceptability

7

Challenger

Uses a consistent level of challenge and critical debate to enable the mentee to access a point of new self-awareness, which is sometimes uncomfortable, but which helps the mentee to transform their views, knowledge and learning

8

Performance Coach

supports their mentee in a specific and focused area in order to improve their performance or productivity in their career