

Some generalisations about mentoring

Mentoring...

1. Although more time-intensive, is the most cost-effective way of encouraging and accelerating learning.

My views:

2. Works best when the mentor is *not* the line manager of the mentee.

My views:

3. Needs to be managed carefully if at all, so as not to stifle natural energy and effectiveness.

My views:

4. Is seen very differently by many involved - sometimes people have wildly off-beam ideas and views.

My views:

5. Needs time to bring value, and waiting many months or even years for this is too long for many.

My views:

6. Requires effort and interest on both sides – the mentees' role and contribution is too often neglected.

My views:

7. Is a responsible role not to be taken on lightly, or without preparation.

My views:

8. Brings direct benefits that are hard to attribute or quantify, yet are more valuable than 'training' efforts.

My views: