

“Being a Mentor”

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“Being a Mentor” is a very generous and satisfying thing to do. It also increases your personal power and contributes to the development of a large contingency of loyal followers who may choose to ‘cover your backside’ at some unknown point in the future. “Mentoring” is good practice prior to someday becoming a paid consultant.

Why do people seek out mentors? Lots of reasons, including:

1. A mentor can provide you ‘off the record’ tips and guidance which help you deliver top performance without the need for you to undergo potentially embarrassing ‘true confession sessions’ with your immediate supervisor.
2. The mentor is often able to ‘soften up’ an approval authority well up the line just before your proposal reaches the approving authority’s desk.
3. Since the mentor is usually someone who has no responsibility for officially measuring your current performance, you are able to be fully at ease in discussing difficult or sensitive matters without fear of recriminations.

Who are good mentor candidates? Any of the following:

1. The person that first hired you into the organization;
2. The person who was responsible for your initial training or orientation;
3. Your first boss within the organization; and
4. A retired person who enjoyed a high level of success while employed in a capacity similar to that which you now hold or may acquire in the future.