WPCCA
WESTERN PAINTING & COATINGS CONTRACTORS ASSOCIATION

BUILDING ON YOUR MANAGEMENT SKILLS:

MENTORSHIP

In our digital age, undertaking a mentorship may seem obsolete due to the abundance of information that is accessible on the internet. It's much more convenient to learn from the great minds of Steve Jobs, Bill Gates, and other successful professionals through a simple internet search. The amount of valuable content available online provides consumers with a variety of different ideas, advice, and perspectives. So, what's the point of a good old fashioned mentorship? The advantages of fostering a one-on-one relationship with someone that could provide insight, guidance, and direction are endless. For mentees, a mentorship provides them with the opportunity to increase self-confidence, improve goal setting, develop strong communication skills, grow professional networks, learn from other's experiences, and much more. Studies show that mentorships also increase job satisfaction, not only

for the mentees, but for the mentors as well. Through mentorship, mentors are able to master the art of delivering feedback, develop strong leadership and communication skills, increase self-confidence, grow their professional network, and pay it forward to someone else. Thus, the outcome of many mentor partnerships are mutually beneficial.

While mentoring appears to be an all-around enriching experience, establishing a rewarding mentorship takes time and effort. Some common challenges of mentorships include lack of motivation, time constraints, determining the right mentor-mentee pair, and managing expectations. Regardless, putting the effort into achieving a successful mentorship leads to long-lasting perks. Read on for some helpful tips to keep in mind as you embark on your mentorship journey.

Set Expectations

Identifying goals and expectations will help decide who is the right mentor/mentee for you. It will also allow for you to measure achievement throughout the partnership.

Get Acquainted

Get to know your mentor/mentee on an individual basis. Not only will it help break the ice, but it gives you the opportunity to learn their background and how they've navigated through their career development.

Establish Trust

Trust is essential for all successful relationships. Establishing trust allows for mutual respect and openness throughout the professional partnership.

Communicate Openly and Effectively

Perhaps one of the most important elements in the mentor/mentee relationship is communication. Open and effective communication contributes to building trust, establishing rapport, and accomplishing goals.

"The delicate balance of mentoring someone is not creating them in your own image, but giving them the opportunity to create themselves."
-Steven Spielberg

Actively Participate

Put in the effort! It's crucial that both the mentor and the mentee actively participate in the mentorship whether it be scheduling meetings, asking questions, or testing out new strategies.

Collaborate

Get the most out of this experience! Encouraging collaboration is key to unlocking the full potential of this mentorship. Work together in coming up with innovative ideas, new opportunities, etc.

Be Consistent

Consistency is critical to forming trust and reliability between each other.

Provide Feedback

Constructive feedback is extremely important. It lets the mentor/mentee know what their strengths and weaknesses are to build and improve upon.

Be Positive

Displaying enthusiasm and a positive attitude has the potential to determine the outcome of this experience.

Stay Connected

Keep in touch with your mentor/mentee as they could serve as a valuable resource in your future professional endeavors.

Engaging in a mentor/mentee partnership could increase your skill set, make you more competitive, and lead to overall greater career success. The relationship you build with your mentor/mentee will truly become an invaluable asset in your professional development. Thus, if you've been uncertain about what's next in your career, consider partaking in a mentorship - you won't regret it!