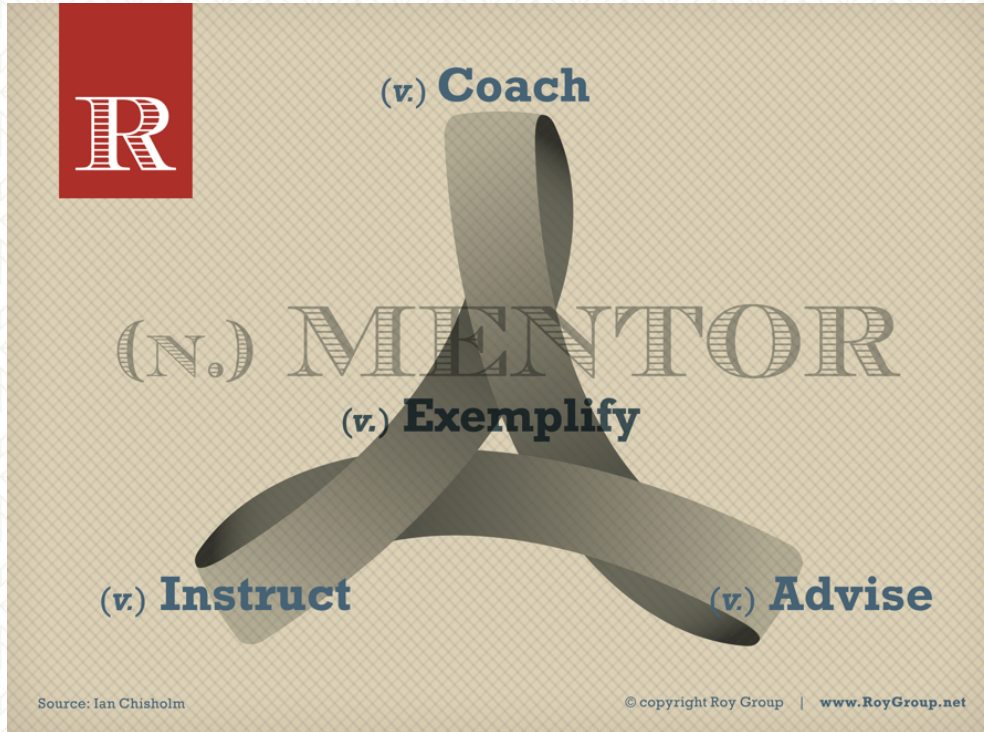




What is a Mentor?

Mentor is a gift word. You don't get to be a Mentor just because you have more experience than somebody else. It's so much bigger than that. It's about a relationship. It's about connection, safety, and mutual fascination. And it's about trust.



It's not about helping a person become more like you.
It's about helping them become more THEM.

Mentor	NOT Mentor
Watching for the spark of greatness in another and choosing to fuel it	Being paired with a relative stranger because your work areas overlap
Listening for the red-hot thread	Rushing to advise and share experience
Asking questions	Giving answers
Observant; reading the wind on the water; utterly present	Speaking more than you listen
Earning the title from others	Calling yourself a Mentor
Availability in moments of importance: a crisis, a decision, a need for advice	Scheduled time slots only, please
Positioning your mentee for learning rather than teaching them yourself	Pontificating; too much weight on advising