



# Choosing A Mentor

A "Mentor" and a "Protector" are two different responsibilities. However, one person can be both, and there are some overlapping actions.

This discussion will focus only on "Mentoring".

**WIKIPEDIA:** Mentor-ship refers to a personal developmental relationship in which a more experienced or more knowledgeable person helps a less experienced or less knowledgeable person. The receiver of mentor-ship was traditionally referred to as a protégé, or apprentice but with the institutionalization of mentoring the more neutral word "mentee" was invented and is widely used today.

There are several definitions of mentoring in the literature. Foremost, mentoring involves communication and is relationship based. In the organizational setting, mentoring can take many forms. One definition of the many that has been proposed, is "Mentoring is a process for the informal transmission of knowledge, social capital, and the psychosocial support perceived by the recipient as relevant to work, career, or professional development. Mentoring entails informal communication, usually face-to-face and during a sustained period of time, between a person who is perceived to have greater relevant knowledge, wisdom, or experience (the mentor) and a person who is perceived to have less (the protege).

What are you seeking in a "Mentor"?

There are some basic questions you should ask yourself before you answer that question: What are the subjects or activities that you wish, or feel you need, to be mentored on? How much time can you, or are you willing to, devote to being mentored? After you really answer these questions truthfully to yourself, you can decide if you really need or want a "Mentor".

Once you have decided you want to enter into a mentoring relationship, and at least some idea of what you feel it should cover, then it is time to seek out a person who you feel will help you reach your goals.

Lady Beth and I believe that a person should choose a “Mentor” whose philosophy is that they (the “Mentor”) is supposed to help a person grow as much as reasonably possibly, in the activities or subjects agreed upon, and accomplish this in a reasonable period of time. We believe this is what mentoring is. We feel it should not be an effort to remake someone over into what they (the “Mentor”) feels the person being mentored should be.

We also believe everyone involved in a mentoring relationship should have a

reasonably clear understanding of how the relationship is going to work, and like public play, what are the guidelines, soft limits, and hard limits. “Soft limits” being actions that are open for discussion and possible negotiation, and “hard limits” being actions that would result in an ending of the relationship.

*Sir James*