

*** *Select Mentor***

A mentor is a person who oversees the career and development of another, usually junior, person. Most simply stated, a mentor helps the employee clarify career goals, and to develop and execute an Individual Leadership Development Plan (ILDP). A mentor helps and employee transition from the relatively narrow focus of technical work to the more complex field of management and leadership. Through this transition, the mentor provides a role model for success. Participants are encouraged to select their own mentor, someone they look up to and admire. The mentor should be the equivalent of two grade levels above the participant, and outside the participant's chain of command. The CCLD Administrator can also help the participant find a mentor.

Important considerations to make when selecting a mentor...

What are your career goals and needs?

Does the mentor have knowledge and experience in related areas?

Is the mentor at the right level of the organization (i.e. two or three grades levels or one pay band above you)?

Is the mentor a good role model?

Will the mentor be available for uninterrupted, quality meetings?

Will you feel comfortable talking with the mentor honestly; do you trust him/her?

Will the mentor give you honest feedback about yourself and your developmental needs?