



Mentoring Program

Three Myths About Mentoring*:

Myth #1: The highest performer is the best mentor.

- Sometimes it is not easy for the superstars to explain something that either comes naturally to them or that they have done it so long that it is hard for them to unpack and teach.

Instead:

- Go for the one that is the most dedicated teacher. The individual who is passionate about their job, excited about discussing their work.
- Find the one who is empathetic and sees the issue/situation you are in through your lens and/or willing to do those.

Myth #2: Mentors always need to provide advice (The Yoda Model).

- Mentors see themselves as the expert and the protege an empty vessel to fill with their experiences and advice.

Instead:

- A Mentor's role is not to give the answers to their mentee but rather to get the mentee to find the solution by asking questions that will help the mentee get to the end themselves. Mentors are there to help the mentee identify their own path.

Myth #3: Mentor-Mentee Relationship is a one-way street.

- The pairing is more of a transaction than a relationship. The mentee is the good soldier who is there to follow all the dictates of the mentor who sees themselves as a savior.

Instead:

- The relationship is also an avenue of growth for the mentor. When they receive input, guidance, and perspectives from those with less experience than them, research has found that they are more engaged and effective at work. They are learning how to view things from different perspectives. There is always room to learn and grow.

*Taken in part from organizational psychologist Adam Grant's podcast *WorkLife with Adam Grant*, ["The Three Big Myths of Mentoring"](#)