

Roles of the Mentor

- To facilitate the exploration of needs, motivations, desires, skills and thought processes to assist another coach in making lasting change
- To use questioning techniques to facilitate coach's own thought processes in order to identify solutions and actions rather than taking a wholly directive approach
- To support the coach in setting appropriate goals and methods of assessing progress in relation to these goals
- To observe, listen and ask questions to understand the Coach's situation
- To apply techniques which may include one-to-one training, facilitating & networking
- To encourage the coach's commitment to action and the development of lasting personal growth & change
- To maintain unconditional positive regard for the coach, which means that the mentor is at all times supportive and non-judgmental of the coach, their views, lifestyle and aspirations
- To ensure that the coach develops personal competencies and does not develop unhealthy dependencies on the mentoring relationship
- To evaluate the outcomes of the mentoring process, using objective measures wherever possible to ensure the relationship is successful and the coach is achieving their personal goals
- To encourage coach's to continually improve competencies and to develop new developmental agreement where necessary to achieve their goals
- To work within their area of personal expertise
- To possess qualifications and experience in the areas that mentoring is offered
- To manage the relationship to ensure the coach receives the appropriate level of service and that the partnership is neither too short, nor too long