

Mentee



Definition of Mentee

A person who is advised, trained, or counselled by a mentor.

The Purpose of mentoring



The purpose mentoring is to connect an individual who has a lot of knowledge and experience with someone who hasn't gained the same knowledge or experience. Having someone who knows more than yourself share advice and guidance and listen to your thoughts and goals in order to advance your career.

Mentees can gain a lot from being mentored:

- Knowledge sharing
- Increased self-confidence
- Increased self-awareness
- Develop communication skills
- Establish a network
- Social connectedness
- Exposure to new ways of thinking
- Develop a relationship with feedback in a productive way
- Learn to self-reflect
- Improve goal setting
- Learn from other's experiences
- Learn to ask effective questions
- Being supported by someone
- Being advocated for
- Increased chance of career advancement
- Increased job satisfaction
- Improved mental health

Mentors also gain a lot from mentoring as they get a great deal of satisfaction and fulfillment from their mentee's success and learn more about mentees experiences.

The following are some things that the mentee should DO:

-  Have an open attitude and be willing to learn. Mentees are in a unique position to learn from their mentors' knowledge and experience. A mentee should be; prepared for the opportunity, and able to listen and take advice. When a mentor is giving you advice it is good to keep an open mind and think about if this is something you can try and see if it helps.
-  Consider your goals and ambitions and have an understanding of what you want from the mentoring relationship so that you can discuss this with your mentor.

- ✔ Complete your Mentee [About Me Form](#) and send it to your mentor so that he/she/they can learn more about your interests, goals and background.
- ✔ Review your Mentor's About Me Form to learn more about their interests, work experience and background.
- ✔ Clarify expectations and boundaries of the mentor and mentee relationship. It is important to talk about this so that you understand each other's expectations. Understand what you have to give, as well as receive, from the relationship.
- ✔ Collaboratively decide the frequency of the meet ups and where they will be held and for how long. Consider somewhere quiet so that you are not distracted by other noises and conversations.
- ✔ Keep all scheduled appointments with your mentor or advise them promptly if you need to reschedule an appointment. Have reminders in your phone/computer to help you remember the meetings. Your mentor is likely to be a busy person and would appreciate notice if they have to reschedule appointments.
- ✔ Establish open and honest communication and a forum for idea exchange. Communicating and listening is how mentors and mentees form an effective and rewarding bond.
- ✔ Explore different ideas and share your unique and innovative perspective. Your mentor will learn a lot from the way you experience the world.
- ✔ Work with your mentor to develop strategies for any work/social situations that you find difficult.
- ✔ Maintaining confidentiality between the mentor and mentee is essential.
- ✔ Maintain professional boundaries with your mentor. Keep conversations relevant and professional.
- ✔ Act on your mentor's advice only if you feel it is applicable to your situation. When a mentor offers suggestions or advice on how to approach a situation, you should evaluate the advice and decide whether or not it is what you want to do.
- ✔ Talk to your mentor about any work conflict and work together on finding the best resolution process. Unresolved conflict can result in continuing tension at work. Conflict is (often) an unavoidable part of human interaction at work and when managed effectively it can be beneficial for self-development and learning how to communicate, negotiate and interact at work.
- ✔ Follow up on any actions you agree to with your mentor
- ✔ Be realistic and maintain a positive attitude.

The following are some things mentees should NOT DO:

- ✘ Feel like you are a bother. Your mentor no doubt will gain satisfaction from helping you
- ✘ Don't avoid difficulties or expect your mentor to solve your problems. A mentor should help you to develop problem solving skills.

- ❌ Ask your mentor to do your work for you or tell you precisely what to do. A mentor should help you develop critical thinking skills
- ❌ Rely on your mentor to give or seek answers to all of your questions/requests.
- ❌ Complain about other people or missed opportunities in an unprofessional manner.
- ❌ Stay in your comfort zone: do not shy away from new learning experiences.
- ❌ Take advantage: do not use your mentor as a tool to avoid work or escape consequences of your own activities
- ❌ Avoidance coping: do not avoid talking about problems or anxieties because you think it makes you seem less capable.
- ❌ Don't cancel meetings/visits with your mentor at the last minute.
- ❌ Don't do all the talking. Conversations should be give and take with both mentor and mentee learning from each other.
- ❌ Sidestep work: do not expect mentors to do work that you should be doing yourselves.

You should never feel condescended, disregarded, not listened to, lesser than or judged by your mentor. If you do, it is not the right mentor for you.

“Your mentor should not coach you on how not to act autistic. You are autistic and the strengths that come with being autistic is part of why you got the job. A mentor should help you with new social situations, but that isn't about you not stimming if that helps you or being tired and not wanting to chat with people. You can be yourself at work. You shouldn't be expected to act neuro typical – that is hard work and unhealthy”

Mel – Autistic Advocate