



Mentoring: A Talent Strategy for your Dive Business

7 Steps of an Effective Mentoring Program



What is Mentoring?

According to Webster's Ninth New Collegiate Dictionary, a mentor is "a trusted guide or counselor; tutor." Formally, mentoring is the process of using open dialogue and real-life work experiences to help people acquire and apply knowledge so they may:

- Achieve superior performance
- Increase their comfort level
- Assimilate quickly into various cultures, roles or groups
- Increase management, professional or technical capabilities
- Achieving their own version of success

Central to the theme of mentoring is that it is a confidential and trusted relationship between two people with the emphasis on the individual being mentored (known as "the mentee"). The primary purpose of mentoring is to provide the mentee an environment where they can share and receive information, insight feedback that the mentee might otherwise not have.



Mentee Definition

A mentee is a professional who forms a planned partnership with a mentor over a specified period of time to reach specific professional or personal development goals.

What is a goal for which you would like to be mentored?

Who might be someone who could mentor you on this subject?



Mentor Definition

A mentor is an experienced professional who forms an active and helpful relationship with a mentee. In this program, the relationship is a planned partnership over a specific period of time to help the mentee reach specific goals.

What is a subject which you could mentor someone else?

Who might be someone who could benefit from being mentored by you?



Action Plan

1. What do you want to achieve with mentoring?

2. What qualities will you look for in a mentor / mentee?

3. What steps will you take to prepare for your mentoring relationship?

4. What roles, responsibilities or other factors would you like to negotiate?

5. What resources will be needed to empower or equip your mentoring relationship?

6. How will you celebrate accomplishments?



7. How will you measure success in your mentoring relationship?

8. What else is important to you?

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