

Mentoring Perception-Check Guide™

Follow-up Activities for Mentoring Partners to enhance relationships and benefits



In 1996, PA Personnel Services reported findings from their study of mentoring programs in eight countries: the number one reason why mentoring relationships failed (and, consequently, programs failed) was **lack of training**. Mentoring partners did not know what to do to achieve desired goals. This is why we have trained over 40,000 partners since 1978, and our clients have trained even more, using our **Mentoring for Results™** Course and proven materials.

We have found that mentoring relationships and benefits can be greatly enhanced by using our **Mentoring Perception-Check Guide** to conduct a check-up session – usually at the mid-point of the mentoring program. This Guide contains activities that individuals do first on their own, and then discuss with their partners. This Guide also contains an important partner activity: creating a new Mentoring Action Plan for achieving an important protege goal. All activities have been field-tested with major clients to ensure that each has an enhancing impact.

Key benefits of using our Mentoring Perception-Check Guide™:

1. You'll save hundreds of hours not having to create and test new follow-up activities to enhance mentoring relationships and benefits, after basic partner training has occurred.
2. Partners do structured activities independently and together that enable them to identify and openly discuss what has happened thus far, and what they want to do in the future to enhance their relationship and produce desired benefits. Research has consistently found that if a relationship isn't working well, desired benefits seldom result. [Think of bad marriages.]
3. Individuals answer three short surveys to rate (1) their General Satisfaction, (2) the Mentor's Behaviors, and (3) the Proteges Behaviors. This can be done as Pre-Work or during the check-up session (takes 10-15 minutes). In the check-up session, partners discuss their answers and agree on what they will do differently (takes 40-50 minutes).
4. Mentors and proteges go to different breakout rooms, where a facilitator guides each group to openly discuss: (a) Worthwhile Mentoring Activities and Resources that were used and will be used, and (b) Barriers and Solutions. (Takes about 60 minutes; requires two facilitators; individuals record all activities, resources, and barriers/solutions in their Guide.)
5. Partners discuss what they each recorded (see #3) and how they will utilize this to enhance their mentoring relationship and desired benefits. (Takes 30 minutes.)
6. Partners create a **Mentoring Action Plan** [MAP] to achieve a desired protege goal over several weeks or months. [this is a good measure of success]
7. The Guide describes 10 **Mentor-Assisted Projects** that provide ideas for creating the MAP – instead of spending time thinking up their own ideas and projects. Such as:
 - ③ **Solve a Significant Problem:** Define a real problem you or your organization has. Brainstorm possible solutions and pros/cons of each. Decide on best-fit solutions. Implement them. Evaluate the results.

