



## INFLUENCE BUILDER: FIND A MENTOR

Studies show that the best mentoring relationships can boost career success dramatically. Here are some of the \*benefits:

- Have someone to hold you accountable to goals
- Gain critical feedback to help you grow
- Help you with career path decisions
- Gain exposure to diverse perspectives
- Gain impartial advice
- Facilitate increased self-awareness and self-discipline
- Have more doors opened for you
- Learn what is needed to grow professionally within the organization
- Access a larger network of contacts
- Learn from their real-world experiences
- Learn relevant skills and knowledge
- Expand your leadership abilities
- Increase capacity to translate values and strategies into productive actions
- Boost your career prospects

Researchers have found that, while everyone can benefit from a mentor, mentors can be especially beneficial to women. So how do you go about finding a mentor?

According to the book ***What Queen Esther Knew: Business Strategies from a Biblical Sage*** by Connie Glaser & Barbara Smalley, the best mentoring relationships are those that develop and evolve on their own. That doesn't mean you should just sit back and wait for it to happen. Start with prayer, then write down exactly what you want to get out of a mentoring relationship. The more clarity you have about what you want to achieve, the easier it will be to find the right mentor for you.

Once you identify a potential mentor, Glaser and Smalley suggest you begin by building a relationship to make it easier to ask for a more formal mentoring arrangement. They suggest you:

- **Test the waters** by taking that person to lunch and asking advice on a project you're working on or problem you need to solve.
- **Inquire about areas of his/her work** where you can provide assistance.
- **Watch where it goes** to see if this person would be a good fit for you.

To get started, answer the following questions:

1. What are your career goals?
2. What are your greatest opportunities for improvement?
3. Who do you know who would be a strong potential mentor for you?

\*Right Management blog, "Key Benefits of Mentoring". (accessed October 23, 2014): [www.right.com](http://www.right.com)