

the people path

COMMON PROBLEMS

To ensure you are prepared for any obstacles that may arise throughout your mentoring relationship, here's our guide to some common mentorship problems, and how to overcome them.

Not setting clear goals

The partnership will work best if the mentee defines the specific areas they want to grow in.

Solution:

As a mentor, ask lots of questions so you are clear on what these are. Help your mentee to set short and long-term goals and make sure to ask about these and see progress in meetings.

Not meeting enough

If you don't keep up momentum, you won't see progress. Without regular meetings, you will struggle to see progress in your mentee.

Solution:

Meet frequently (every 4 to 6 weeks), and try to commit to the whole 12-month scheme!

Ill-suited pairing

We've handpicked our mentors and mentees based on goals and fit - but if it doesn't work, it doesn't work!

Solution:

In your first couple of meetings, take stock of how things are going - if the partnership feels imbalanced or completely ineffectual, let us know.

Not tracking progress

There's no point in the mentee setting goals if you aren't checking in on progress. Things aren't always linear, but it's important to use the meetings to check in on how things are going.

Solution:

Make a note of progress/challenge areas in meetings and make sure to revisit these in the ones after.

Over-dependence

The mentee shouldn't be over-reliant on their mentor telling them 'what to do'.

Solution:

Challenge your mentee on their ideas, and present your own - but communicate with them that the mentorship should equip them with perspective to make their OWN decisions.

These are the typical issues we see arising - but if you have a problem that we haven't mentioned, please don't hesitate to contact us and we can advise!