



Mentor = Trusted friend or advisor

However...

“A mentor provides information, shares their experience or expresses an opinion. However it is always the mentee that decides, acts and produces outcomes”

(Anne Rolfe, Synergistic People Development)



Mentoring Thoughts

Do I need a Mentor or a Coach and what is the difference?

What are your personal goals - Long or Short Term?

How should the mentoring process work and who drives the process?

What are your expectations?

How does the process flow – Formally or Informally?



A Successful Mentoring Relationship



Good rapport between the Mentor and the Mentee

Trust and confidentiality

Demonstrated interest and enthusiasm

Clear objectives and goals

Mutual respect

Clear communication and feedback

Comfortable environment for meetings

Don't be afraid to do things differently or take risks

Fun and enjoyment

Acknowledgement & celebration

Others are aware and supportive of the mentoring relationship

Final Thoughts

It is the responsibility of the Mentee to drive the entire process

Do you need a Coach or a Mentor?

What direction or role do you want to take short or long term?

Self Evaluation after every swim meet, better, worse, what do I need to work on and future opportunities?

Once any goal or milestone has been achieved reset your goals

If the process is not working don't be afraid to end the partnership

