

SETTING GOALS - MENTEE

Let's think about what you want to get out of a mentoring relationship. Establishing clear goals is key for helping you discover what you want to achieve. It's a critical step in defining the work with your mentor and mapping out your efforts moving forward. There is no right or wrong way to establishing/having goals, IT'S JUST REALLY IMPORTANT TO HAVE THEM.

WHAT ARE MENTORING GOALS? AND HOW MANY SHOULD I AIM FOR?

Mentoring goals are the long-term and short-term goals the mentee sets for himself or herself. The long-term goal tends to be a larger goal (e.g. become a stronger leader) and the short-term goals are the "mini" goals that need to happen along the way in order to achieve the big goal (e.g. take part in a webinar series on developing leadership skills, reading books on leadership etc).

The mentee gets final say on the goals, but it would be a good idea to seek input from the mentor. The first couple of meetings should involve this goal-setting discussion.

Like so many things in life, it depends. It's important to be realistic. The most successful mentoring relationships are ones where both the mentor and mentee believe the mentee is making progress, not feeling overwhelmed or disappointed with unachievable or unrealistic goals.

HOW DO YOU BREAK DOWN A BIG GOALS INTO MINI GOALS

Everyone has their own strategy for making and achieving goals. To achieve the big goals, most of us can likely agree breaking goals down into smaller mini goals makes the goals seem much more achievable. The nature of the mentoring relationship—the fact that it should last 9-12 months—makes it ideal for setting mini goals.

An example of a big goal:- you decide to run a marathon, that's a goal—a big one. Mini goals could be broken down into:-

1. buying proper running shoes;
2. downloading a running app;
3. getting up earlier each day to run;
4. running a certain distance in the first month more in the second and so on.

Four mini goals seem much easier to achieve rather than just a big goal.

Do the same with your mentoring goals. If your goal is to become a stronger leader at the end of your mentoring relationship, what steps do you need to take along the way? This might include:-

- Reading certain books on leadership;
- Attending webinars/seminars on developing leadership skills;
- Taking a lead role in an upcoming project;

You get the idea. The mentee does the heavy lifting, where the mentor is there to offer support, suggestions and feedback. These are the mentees goals, the mentee needs to achieve them.

The important thing is to pick the more urgent goal you wish to work on first with your mentor, bring that discussion to your second mentoring meeting and start the journey together.

<https://www.youtube.com/watch?v=1zLtfzaP58>

INFORMATION

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