

How to Cultivate Mentors

Have a mentoring program? Use the following to help attract and keep the talent you need to move your mission forward.

Mission Fit: Recruiting the Right People

As with everything you do as an organization, let your mission drive how you recruit and select new mentors.

- In what ways are you communicating your mission to prospective mentors from their first contact with you?
- How are you positioning your organization to attract the right mentors to be part of the team? How would you describe the attitude and energy with which you are leading recruitment?
- List the qualities you look for in mentors. It may sound simple, but knowing what you want for the good of the organization will help you clarify recruitment efforts and equip you to communicate your standards.

Appreciating Mentors: What to Do Beyond “Thank You”

- Thank your mentors every day. Then list all other ways in which you act on your appreciation. Is there something you are not doing that you think should make the list?
- Know what is important to each of your mentors. Can you articulate why serving as a mentor is significant to each one?
- Once you know what is important to them, can you say that what they value is an asset to the organization? Do their values complement the organization’s values?
- If their values and yours are a good fit, what actions can you take to address what is important to them? The effort will show that you value their contribution to the organization and its mission.

4717 Bay View Drive
Fort Collins, CO 80526
720•203•1749
ideas@prettybrainy.com
www.prettybrainy.com

