

I. Objectives

- ✓ The objectives offered are keys that will guide you as you progress on your career path. It doesn't matter what you feel about it! Share your feelings with your mentor even if they seem unrealistic, way-out, confused, unachievable and impossible!
- ✓ Talk about them: putting your objectives formally into words with your mentor is the first effective way of filtering them through the screen of what is possible.
- ✓ Organise them into intermediate objectives. Look ahead and determine the means and resources you need to realise them.
- ✓ As a mentee, you will be able to set up new key strategies in order to achieve your objectives and deepen your understanding of the challenges of your professional environment.

Here are some examples of what your mentoring objectives could be:

- ✓ Develop your career and set up an appropriate strategy in terms of internal mobility, to take yourself up to the next level, to broaden your scope while at the same time increasing your professional responsibilities, or preparing for your next promotion
- ✓ Manage a professional transition
- ✓ Find out how to recover, start over and continue in another direction after a difficult professional situation
- ✓ Look for support and advice when taking up a position
- ✓ Improve your managerial practices
- ✓ Assert and sharpen your leadership skills
- ✓ Perfect and adapt your communication methods and style

- ✓ Enrich and develop your targeted professional skills
- ✓ Deepen knowledge of your own profession
- ✓ Explore other professions and sectors in your organisation
- ✓ Integrate yourself into an organisation and assimilate its culture
- ✓ Benefit from the experience and expertise of others
- ✓ Receive feedback with no political agenda, or organisational or managerial hierarchy
- ✓ Understand your own professional field: find the right keys to progress
- ✓ Ask yourself the right questions
- ✓ Develop your knowledge of how to be
- ✓ Use your potential
- ✓ Comprehend, manage and optimise risk-taking
- ✓ Increase your own visibility

II. Express your "professional emotions"

Talk about your ambition, your ability, the power of achievement, competition and competitiveness, your confidence, the impression of sometimes feeling guilty, your paradoxes and contradictions, your discouragements, your strengths, the pleasure of accomplishment and winning in projects, responsibilities, risks and promotion.

WOMEN MENTORING PROGRAMME

Kind Reminder for Mentees

III. Create your own methodology: learn how to learn!

During the discussions, define and construct a methodology that will support you after the mentoring process, and allow you to understand better the strategies and behaviours necessary for career success. You are at the heart of action learning. You are learning to learn from reflection and discussion on your own professional experience and that of your mentor's.

IN A NUTSHELL

- ✓ Make sure that you have understood how unique the mentoring relationship is: symmetrical, free of hierarchy, based on goodwill and sharing.
- ✓ Evaluate your own level of commitment.
- ✓ Regularly monitor your objectives with your mentor.
- ✓ Prepare for your meetings with your mentor.
- ✓ Appreciate your mentor's contribution.
- ✓ Respect the confidentiality of mentoring discussions.
- ✓ Be ready to be challenged and to accept your mentor's feedback.
- ✓ Feel free to speak with your mentor about your objectives, expectations, limits and your professional emotions. Keep the relationship symmetrical.

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