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Mentors, if you aren't getting the desired results, change your communication strategy. Do you know the saying, "The meaning of the

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communication is the  
response you get”?

The more variety  
clients have in the way  
they communicate  
their ideas, the more  
success they have in  
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You have two goals for your first conversation with your potential mentor. First, you need to determine if this person is really the right mentor for you. Then, find out whether they are open to ...

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As a mentor, be clear on and talk to your mentees about their visions, dreams, and career/life goals.

They'll be interested in your current reality (your view of your strengths and limitations as well as the current reality of

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situations within your organization) and want help recognizing theirs as well.

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**SKILLS FOR  
SUCCESSFUL  
MENTORING**

Tell mentees that you want feedback.

Encourage them to give you both good and bad news. Welcome disagreement on issues. Then, thank them for providing the information. Identify

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areas in which you

want feedback. Do

communicate your

desire for feedback on

areas that can help

your own

communication style.

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LinkedIn, specifically designed for business networking, may be a more appropriate connection to establish with your mentee. Also,

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ensure that there's no hidden agenda or ulterior motives involved...

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being proven right? It was with a slight inner gloat that I read a recent mentoring study from York University in Canada, which found that communication competence on the part of both the mentor and the mentee was the one single skill most needed for a successful partnership.

## **Important Skills for a Successful Mentoring**

*Page 23/26*

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You can meet with one or several mentors via email, video chat or face-to-face in your local chapter. Our mentors are experienced in all aspects and stages of business development, whether you're thinking of starting a business or growing your existing company.

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Do Ask What They'd Like From the Relationship. Along those lines, there may be categories of advice that your mentor is particularly excited to pass on. Maybe he's an expert negotiator, or maybe she loves closing a sale and hopes to share that knowledge with you.

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