

# MASTERFUL MENTORING



Triple Creek's Mentoring Newsletter

July 2004

Creators of Open Mentoring™

## TIPS

### Mentee Tip of the Month

Visualize your goals so you have a clear picture of what success looks like.

### Mentor Tip of the Month

Try to find out if your mentee learns best through seeing, hearing, discussing or doing.

## THE FIRST MEETING



### Tips for starting off right.

Many people experience anxiety about their first meeting with a mentoring partner. Having a clear game plan will relieve this anxiety and make that first meeting more productive.

A major purpose of this first meeting is to get your mentoring relationship off to a good start by candidly sharing your goals, experiences and expectations. Use the mentoring agreement (discussed in last month's issue) during your first meeting to help you focus your discussion on these critical areas.

How you relate to your partner may be even more important than the material you cover. In our experience, expressing a genuine interest in your partner is the most critical goal. This interest is expressed by asking thoughtful, engaging questions. You also express this interest by listening carefully to your partner's comments and responses to questions you ask him/her. Learning about your partner's interests, work activities, duties and personality can help you establish a solid foundation upon which to build your relationship.

Prepare for your first meeting by generating a list of both general and specific questions you want to ask. The following are some general questions you can ask your mentoring partner. Don't let these suggestions limit your imagination when it comes to creating your own questions to help you learn about your new mentoring partner.

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## THE FIRST MEETING (continued)

### Mentees can ask:

- What should I know about you that I would not learn from your biography?
- What are your concerns as we move forward in our mentoring relationship?
- How do you foresee this relationship working?
- How do you feel about me, as the mentee, driving this relationship?
- What challenges might we face in our relationship?
- How should we address any challenges that arise?
- What are your thoughts about my development goals?
- What do you value in a working relationship?

### Mentors can ask:

- What are your concerns as we move forward in our mentoring relationship?
- What are your expectations of me as a mentor?
- What are your expectations of yourself?
- What should I know about you that I would not learn from your mentoring agreement?
- What challenges might we face in your development?
- How should we address any challenges that arise?
- What are your interests, hobbies, etc.?
- What do you value in a working relationship?

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## THE FIRST MEETING (continued)

Remember, a successful mentoring relationship offers something for both you and your mentoring partner. Try to have a good understanding of what you want to get from the relationship before you speak with your partner. Also, try to identify what you might be able to bring to the relationship, making this part of your conversation. Making an effort toward creating a positive first meeting with your mentoring partner will in turn help you create a positive mentoring relationship in the long run.

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