

Engage a Mentor. Grow your career!

Most human beings have the tendency to feel self-sufficient when it comes to deciding the direction their careers should take. This self-sufficiency usually results in less than optimal development because a successful mentorship relationship helps one grow even faster and challenges the mentee or protégée to do more and to be more.

History is full of anecdotes and examples of great leaders who were the products of successful mentorship. Steve Jobs had Bill Campbell as a mentor; Mark Zuckerberg had Steve Jobs; Bill Gates had Warren Buffett. It is true that mentorship is a personal decision but research shows that the fortune 500 companies implement formal mentorship programs and that their leaders also have mentors. These leaders also act as mentors to others.

Mentorship is the recipe that turns feedback into success. An organization or an individual who is responsive to feedback realizes that feedback is the breakfast of champions and that it forms a valuable ingredient to the mentorship relationship. As the mentoring relationship is growing and developing, the individual would resort to the mentor and engage him on areas in which he has received feedback. He could for instance tell him that "I am not getting access to a number of learning and growth opportunities and I feel that my career is not moving in the right direction. My Boss says that I need to be more of a team player and be less critical of the senior management decisions". A good mentor will realize that there are a number of areas in which his protégé needs to develop including the development of soft skills such as influencing skills and intra-team collaboration. Having such a sounding board helps one overcome obstacles to success.

If you are in a position and you realize that you could do more, that you want to do more and that more is asked for, look for a mentor and start on your journey to reaching greater heights. It's the right thing to do and now is the right time to do it.