



Adapting to the needs of the mentee

Reflect on where the mentee is at, where they are heading, and how they might get there.

Gather data
1. Where is your mentee now? <i>Current role, personal aspirations, team / organisational priorities etc</i>
2. Where do they want to be?
3. Is there a specific issue or problem currently?
4. What activities are you undertaking to assess the needs of the mentee?
Analyse the data
5. Can you identify gaps between actual and desired skills and knowledge?
6. What are the opportunities for growth?
7. How, where and with whom do they best learn?
Determine development needs
8. How can their development needs be met? <i>Consider a range of activities and approaches to account for differences in learning styles.</i>
9. What can you do to support them?
10. What other support is needed?