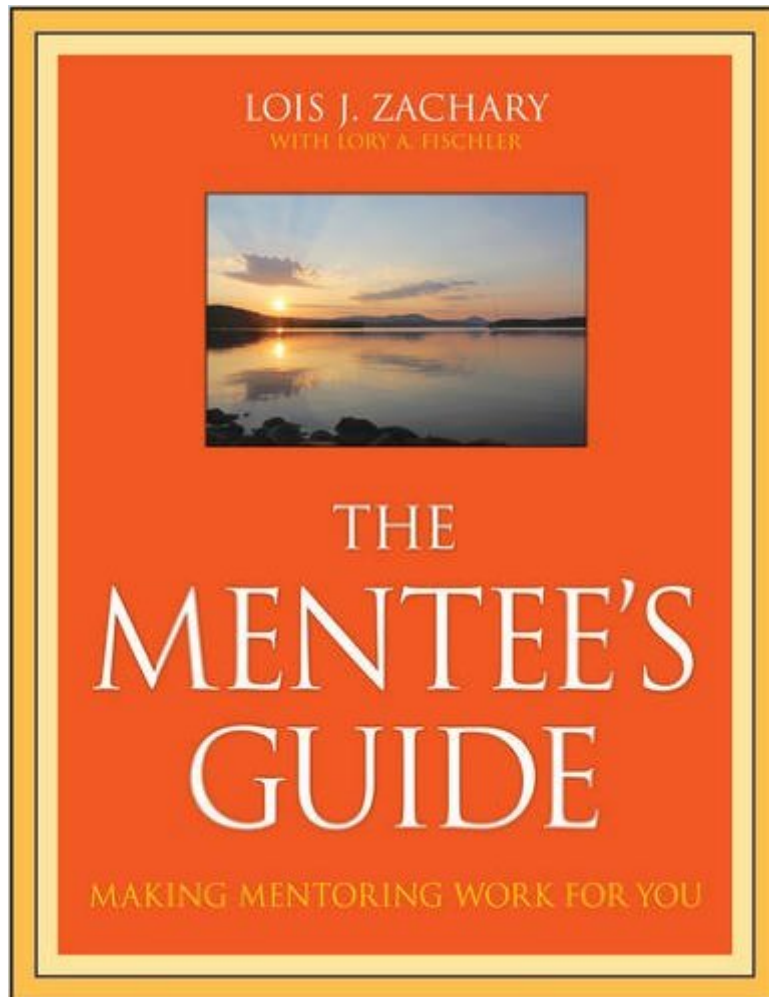


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# The Mentee's Guide: Making Mentoring Work For You



## Synopsis

Praise for *The Mentee's Guide* "The Mentee's Guide inspires and guides the potential mentee, provides new insights for an adventure in learning that lies ahead, and underscores my personal belief and experience that mentoring is circular. The mentor gains as much as the mentee in this evocative relationship. Lois Zachary's new book is a great gift." —Frances Hesselbein, chairman and founding president, Leader to Leader Institute "Whether you are the mentee or mentor, born or made for the role, you will gain much more from the relationship by practicing the fun and easy, A-to-Z principles of *The Mentee's Guide* by the master of excellence, Lois Zachary." —Ken Shelton, editor, Leadership Excellence "With this deeply practical book filled with stories and useful exercises, Lois Zachary completes her ground-breaking trilogy on mentoring. Must-reading for those in search of a richer understanding of this deeply human relationship as well as anyone seeking a mentor, whether for new skills, job advancement, or deeper wisdom." —Laurent A. Parks Daloz, senior fellow, The Whidbey Institute, and author, *Mentor: Guiding the Journey of Adult Learners* "Lois Zachary and Lory Fischler's book confirms the importance of providing newly appointed leaders with the support and tools they need to maximize the learning opportunities available through a mentoring relationship. Principals and vice-principals in Ontario currently value Zachary's books on creating a culture of mentoring and her guide for mentors in facilitating effective relationships. This new resource completes the collection and provides a comprehensive resource for establishing successful mentoring programs." —Joanne Robinson, senior consultant, Education Leadership Canada "Lois Zachary understands the essence of mentoring. Her new book, written with her associate, Lory Fischler, is another great tool for me as a leader, working with mentoring every day, always looking to make the relationships more effective. Successful mentoring is not about a cup of coffee now and then; it is a real, committed relationship with clear expectations on both sides." —Pernille Lopez, president, IKEA US "A leading authority on mentoring, Lois Zachary writes with the clarity of purpose and generosity of spirit that animate successful mentoring relationships. Based on solid research, her book presents useful exercises and juicy, real-life examples that will help you make your time as a mentee wonderfully productive and affirming." —Sheila Grinell, president and CEO emeritus, Arizona Science Center "This easy-to-read, highly practical and reliable book teaches lessons that lead to successful mentoring in cross-cultural and international environments." —Eric Ng, president, ESSN International Pte Ltd, Training & Consultancy Services

## Book Information

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## Customer Reviews

I found the latest book by Lois Zachary (with Lory Fischler) "The Mentee's Guide - Making Mentoring Work for You" to be both thought provoking and practical. Zachary makes a compelling case that persons getting mentored (Mentees) should take an active role in shaping the content and dynamics of their relationships with their mentors. I have talked to a number of business clients and associates for whom you can hear the penny drop as they consider the power of this simple but bold idea. The very practical part of the book is the structured approach to equip mentees to reflect on their own goals/styles and actively work with their mentors. This book is valuable for a wide variety of purposes and groups, including individual mentees and mentors too. For business leaders and organizations committed to being learning organizations, the principles and tools articulated in the book can be a powerful support to constructively changing how mentorship takes place while also strengthening a learning culture of collaboration and empowerment. The book is fun and easy to read, with lots of great stories, and is truly chockful of tips, tools, checklists and practical exercises that are helpful to mentees but more broadly to any individual or organization wishing to improve how people learn together.

If you have been thinking you need a mentor, you must purchase this book! Entering into a mentoring relationship requires thoughtful preparation and Lois Zachary clearly and succinctly outlines the process that will lead to your readiness for mentoring. The book covers important topics from the mentee's perspective: exercises for self-understanding, how to examine your assumptions

about mentoring, how to choose a mentor and set your own learning goals, the process you can expect, and even developing an awareness of danger signs in a mentoring relationship. I have been a fan of Lois Zachary's *Mentor's Guide* and have used it as required reading in the graduate course I teach on Mentoring. But the *Mentee's Guide* is the companion book I was waiting for - a book that will empower adult learners to seek the mentor they need to enhance their personal and professional growth.

Whether you are getting ready to be mentored or already are being mentored, coached or supervised (Zachary defines the differences in her companion "*The Mentor's Guide*"), this book will guide you step by step through the process of preparing to get the most out of your experience and out of your mentor or coach. Zachary believes mentoring is a collaborative partnership, and that both mentor and mentee should be committed to active learning. Her emphasis in both guides is two fold: process and content. Process involves thinking carefully about your goals, reflecting on past experiences, and considering your needs. Content involves what you will write and talk about with your mentor. She has advice on choosing a mentor who is a good "fit" for you, as well as how to construct a contract with your mentor that will address important areas like goals, success criteria, ground rules, confidentiality, boundaries, etc. She even addresses how to get out of the relationship if it isn't working for you. Best of all, she provides user friendly outlines and summaries that you can use to organize your preparation. If you expect to sit back and passively soak up your mentor's wisdom, this Guide is not for you. It's also a great resource for mentors and coaches to learn about what should be expected from their students. It's not just for folks in business settings, but can be applied in all sorts of coaching/mentor situations. Some I've mentored had no idea how much work goes into the mentoring experience, so I use Zachary's Guide with my mentee to set the stage for our work together.

What a great addition to the excellent mentoring series. This latest book is a clear, smooth-flowing and thoughtful examination of process. Through carefully questions, charts and examples, its step-by-step approach builds skills, confidence, and understanding of goals. A practical book that provides a positive guide to building relationships.

I am in my last semester of college and learned about *The Mentee's Guide* through an informal mentoring relationship. Before reading this book, I didn't really understand the power of mentoring and how it can facilitate excellence in any aspect of your life. Lois Zachary does a great job of

explaining the importance the mentee has on the relationship and how the two can help each other. She gives examples of real life situations and provides helpful worksheets to guide the mentee in not only finding the perfect mentor, but helping the mentee to really figure out what they want to gain out of the relationship. I recommend this book to any college senior or junior who is still confused on the path that they want to take for their future. It will open your mind, test your limits, and provide you with the tools you will need for all aspects of life.

This book is a good starting point for anyone who wants to make the most of their mentoring opportunities. The process, approach, and exercises are practical and can help a mentee prepare herself for mentoring. What I like about it is that it puts the initiative squarely on the shoulders of the mentee and dispels the notion that one needs to passively wait for a mentor to start the relationship. The mentor-mentee relationship is co-created. It gives helpful tips on how to define one's SMART goals, considerations on how to choose one's mentor, how to handle/end a mentoring relationship that's not working, and much more. If you're getting ready to be mentored, using this book will definitely make your mentoring more productive and successful.

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