

Toronto Central LHIN Mentoring Program

Frequently Asked Questions

1. Lots of informal mentoring goes on, why have a formal program?

It uses the best practises of informal mentoring and links people who might not normally work together or even think alike....we tend to informally mentor people who think just like we do

2. What is the biggest gain for the Mentee?

Access to another view on being effective in the organization, personalized feedback and the opportunity to create their own action plan and have candid open conversations

3. What is the incentive for the Mentor?

Practising leadership skills in a no-risk relationship, and gaining insights about leadership issues through another set of eyes and ears

4. What is the biggest reason that mentoring programs fail?

No structure, no guidelines and not making the Mentees work hard enough to articulate what they need from a Mentor

5. What if my Mentor and I have bad chemistry?

When organizations support formal mentoring programs, there is an emphasis on professional and not personal chemistry. Being a leader today requires adapting our style and personality to a diverse population- a Mentor can create that opportunity. Having a program adviser allows the partners to reach out to a third person when they feel stuck or ineffective

6. Should I establish a relationship with my Mentee's manager?

You can....if the Mentee feels comfortable with that but there is no requirement to do so. You should however encourage your Mentee to let his/her manager know how it is going

7. I am enthusiastic about the program but I am afraid I will have nothing to say at our meetings....what do I talk about?

The onus is on the Mentee to identify areas for discussion. Creating a goal sheet at the beginning of the partnership assists partners to keep focused and on track. Program advisor is available at any time to help either the Mentor or the Mentee get refocused or unstuck

8. What if my partner and I wish to continue beyond the one year program?

Partners who wish to continue may do so by informal arrangements

9. Why does the mentoring program need to be 12 months?

Through experimenting with different lengths of programs, it appears the best results were accomplished through the one year time frame. To build trusting strong relationship takes time and the second half of the year allows partners to go to an even deeper level in their goal accomplishments. Almost all participants are quite amazed at how quickly the year goes by and are genuinely disappointed to see it come to an end

10. How are partners matched?

The Program Facilitator identifies synergies between Mentors and Mentees based on work styles, matched goals, personalities, work experience and interests within the community.

11. Hints for completing the application

Be honest and candid and provide as much detail as possible regarding your needs so that the Program Facilitator is fully aware of your expectations and goals.

Goals may include:

- A better understanding of your strengths, weaknesses and blind spots.
- A clearer idea of where you fit in the organization.
- Expanding your network.
- How to better build relationships at work.
- Assistance in evaluating your career choices.
- How to deal with and facilitate changes within the organization personally and professionally.

12. Am I better suited to be a Mentor or a Mentee?

Would you enjoy and benefit from passing along some of your experience, gained wisdom and knowledge ("Mentor") or are you still focused on personal career development and growth ("Mentee")?

Have you worked in this sector for over 5 years and effectively weathered changes to the work environment gaining incites that others could benefit from ("Mentor")?

As a Mentor, you should be respected in your field as measured by your annual performance appraisal and welcome colleagues who seek your opinion on career development.

Is your work experience limited to a single area within the healthcare community ("Mentee") or do you have a large network of colleagues from across the community ("Mentor")?