

Mentoring

Being a Mentor is one of the most rewarding roles in Toastmasters. We see our former Mentees winning contests, having high positions of responsibility in the District and Area and attaining Business Success they could never have imagined. But most of all, we see happier, more confident and insightful people.

Being a Mentee is something we like to encourage all Toastmasters to try out. For new members, it provides vital information about the 'Bigger Picture' and keeps the members' progress on track. It is useful not only for feedback on speeches but also for the other roles and meeting assignments. For the more experienced Toastmaster, it can provide new horizons and a constant stream of new ideas as well as streamline performance and organization.

However, a successful Mentor / Mentee partnership, as in other relationships, requires a strong start and constant maintenance.

Here are a few suggestions about mentoring:

- *When a new member joins a club, I think it is a good idea for a Committee member to act as mentor for the first three (3) meetings;*
- *After the first three meetings have passed (and the new member is more familiar with the club system and the other members) he/she should approach someone to be his/her mentor;*
- *An agreed time and type of contract needs to be established immediately – for example, email, telephone, or face to face meeting;*
- *If you have agreed to be someone's mentor, it is your responsibility to maintain the ongoing contact;*
- *The Mentee should feel at ease to ask any questions of the Mentor, no matter how trivial they may seem;*
- *The Mentor/Mentee can discuss not only speeches, but also any other meeting assignment. It would be a good idea for the Mentee to bring the CL Manual into their discussions so that a record of the Mentee's progress in that area can be kept;*
- *The Mentor/Mentee relationship is not for life! People move, change jobs, go on holiday or are just too busy at a particular time. If you need a change of Mentor – just ASK!*
- *The club Vice President Education (VPE) is normally responsible for co-ordinating the club Mentor system. However, an assistant VPE can also be nominated for this responsibility;*
- *Experienced Toastmasters need Mentors too! You could occasionally reverse roles with your Mentor – or link up with someone from another club as your Mentor or Mentee;*
- *Occasionally, you could also ask someone to be a "one-off" Mentor for a particular task. Perhaps you have seen that person perform that task extremely well and would like to "pick their brains". You never know your luck!*

Information the Mentee should give to their Mentor:

- *Which speeches have you done so far? [Manual no. & Title]*
- *How far do you think you were successful at putting these across? [Give yourself a score out of 10]*
- *What would you like to improve most about your speeches? [Choose 3 areas]*
- *What abilities / skills etc. do you already have which usually work well with you? [3 areas]*
- *Which other assignments at Toastmasters do you like doing? [Most & Least]*

*Submitted By Anne Rafferty DTM
President Manly Multilingual*