



Mentor Functional Competencies

1. Opener of doors - gives access to others
2. Networker - belongs to a chain of interconnected persons
3. Political role- has status or influence
4. Positive role model - worthy of imitation
5. Career developer - helps growth of career
6. Sponsor - is responsible for mentee/lends support
7. Draws on own experience
8. Gives direction - guides mentee
9. Collaborates - works jointly with mentee
10. Balances own job with mentoring
11. Supporter - encourages mentee
12. Assessor - estimates value or quality of work
13. Protector - defends mentee
14. Takes planned approach
15. Adviser - offers advice, gives opinions
16. Guides mentee - shows the way
17. Coaches - trains, gives hints, primes with facts
18. Is knowledgeable on own subject
19. Brings different perspective
20. Facilitates learning, growth and development
21. Helps mentee realize potential
22. Acts as sounding boards - listens to ideas
23. Monitors progress - listens and reports back to mentee
24. Provides feedback - responds about results
25. Counsels - advises mentee
26. Develops relationships
27. Manages relationships
28. Invests time
29. Agrees action
30. Builds mentee interest
31. Helps build confidence
32. Encourages reflection

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