



## What is a Mentor?

A trusted guide, teacher or role model invested in your success

## Why would you want to establish a mentoring relationship?

A mentoring relationship can help you:

- Learn professional skills, behaviors and habits to improve the likelihood you'll succeed in your career goals
- Insure your personal career goals are aligned with Kaiser Permanente needs.
- Improve your job satisfaction by supporting you in your development with meaningful activities to build your skills and knowledge.
- Obtain objective input from a trusted guide who believes in you.
- Develop key relationships and explore roles outside your department.

## Want to find out more about Mentoring at Kaiser Permanente anytime and anywhere?

[www.kpmentoring.org](http://www.kpmentoring.org)

## Accelerate Your Career Development through Mentoring

**Mentoring** is an often ignored method for building your career. Utilizing a mentor gives you a resource for when you get stuck so that you can maintain your focus on a path to your success. It involves obtaining objective input and support from a professional you respect and who believes in you. If you ask successful Kaiser Permanente employees how they got there to where they are, they will most likely identify one or more significant employees that took a personal interest in them and fostered their progress.

### Here are 3 important tips to insure you get the most from a mentoring relationship.

- 1) **Pick the right mentor.** Find someone whom you respect, with the experiences and skills you value. Make sure they have the time and interest in supporting you.
- 2) **Clarify what you want to accomplish with your mentor.** Improving relationships? Building technical skills? Identifying new resources? Finding new opportunities? Improving professional habits? Experiencing new environments?
- 3) **Be ready to learn and change.** Your mentor will observe you and reinforces the changes you decide to make. This helps build your confidence and ability to take risks.

Mentoring may be a part of your successful career development plan. Your BHMT Career Counselors can support you in building your effective career development plan.