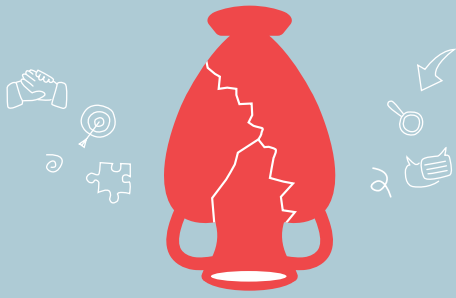


# Relatable mentoring



## What is relatable mentoring?

Traditionally role models and mentors have been people that appear to have it all sorted out and under control.

However, it is becoming harder and harder to relate to people like this and it is actually much more inspiring to hear the real stories of how people got where they have and how they cope with the competing priorities of life.

The Japanese art of kintsugi involves a belief that by embracing flaws and imperfections, you can create an even stronger, more beautiful piece of art.

We believe that by being open, honest, authentic and vulnerable a richer story can be shared, and experiences learned from. The focus is on becoming a first-rate version of yourself rather than a second-rate version of someone else, our imperfections are actually gifts to work with.

As we move away from the traditional hero style of leadership towards a more inclusive and collaborative style, we need leaders who can remove their armour.



## How to be a relatable mentor?

- You need to be self-aware and have the ability to check your own bias to ensure that you are providing relevant advice
- You need to demonstrate high levels of empathy and curiosity
- You need the ability to share your experience using stories and metaphors that will resonate with the mentee
- Remember that you are not expected to have all the answers

## How to get the most out of being mentored?

Why do you want a mentor? What challenges are you facing and need a new perspective to overcome?

You will get the most out of a mentoring relationship if you are:

- Keen to succeed and perform well in your role
- Open to feedback and differing perspectives
- Able to demonstrate learning agility
- Curious and empathic
- Honest, willing to be open and vulnerable
- Not expecting all the answers



## Why is relatable mentoring important?

So, you are looking for inspiration and someone to learn from? After all, many people attribute their success, at least in part, to having a good mentor or advisor.

We recommend finding a **relatable** mentor. Someone who you admire and resonate with.

Global Women's research found that people want to hear real stories of how people navigate life and careers and how they cope with the competing priorities.

The ancient Japanese art of kintsugi involves a belief that by embracing flaws and imperfections, you can create an even stronger, more beautiful piece of art. We believe that by being authentic, vulnerable and open, the stories shared can be inspirational and encouraging.

## What's the difference between a traditional mentor and a relatable one?

Traditional mentor	Relatable mentor
At the top of the career ladder	Closer to you in age and level
Tells you what to do	Helps you think through the situation
Believes their way is the best	Encourages you to find your way
Leads the conversation	Is curious about you and how they can help
Defines success in financial and status terms	Defines success as values and purpose driven

## Different types of mentoring

### Formal

Your organisation may choose to implement a formal programme where people are matched up for a specific purpose.

(Please see our guide to running a successful mentoring programme for more detail)

### Informal

Relatable mentoring tends to be more informal in its nature.

You may already have these role models in your everyday life or you might have to look at your wider circle. It could be someone that you admire for the way they handle pressure or for how they approach having a family and a successful career.

We all benefit from having a network of people who believe in us and want us to be successful.

Look for people who inspire you and are willing to be generous with their knowledge and experience:

- 1. Holistic:** Can see the bigger picture. Inspires you have stretch goals and to strive for them. Encourages you to do the right thing, to live according to your values and not compromise.
- 2. Supportive:** Someone who understands your strengths and points them out to you when you can't see them. Someone who makes you feel refreshed and energised each time you spend time with them.
- 3. Aspirational:** Encourages you to see your worth and step outside your comfort zone.
- 4. Challenging:** Someone who is willing to challenge you and ensure your decisions are robust. Is willing to listen and provides a good sounding board. Doesn't disagree for the sake of it but encourages you to think through the alternatives.
- 5. Different:** Someone who brings a different perspective through their background, experience or way of thinking.
- 6. Culturally Competent:** Having cultural intelligence is as important as emotional intelligence. Have someone in your network that prompts you to see through a different cultural lens.