Popular workplace mentoring models

There's more than one way to pair employees

Get creative with your mentorship program. You're not limited to the traditional 1-on-1 pairing. Depending on the goals of your program, there are many ways you can design your program.

Traditional 1-on-1 mentorship

A senior employee is paired with a junior employee to offer career guidance and advice.
Great for:

1. Career development for all employees
2. High potential employees preparing for leadership

Group mentoring

There are several mentees with one or more mentors. Useful for organizations that do not have equal numbers of mentors and mentees (a common issue).
Great for:

1. Onboarding new hires
2. New managers still growing into leadership positions

Peer-to-peer

Colleagues at similar levels in the company coach each other. They each have their own perspectives and insights to share.
Great for:

1. Knowledge sharing
2. Onboarding buddy programs
3. Encouraging community while working remotely

Reverse mentorship

Flip the traditional 1-on-1 mentorship model. The more junior employee mentors an executive or leader.
Great for:

1. Exposing leaders to new perspectives
2. Provide employees from underrepresented backgrounds a direct voice to leadership

Employee resource groups

Pair up members from the same or different ERGs across the organization. You can design the program to be peer-to-peer, group, or 1-on-1.
Great for:

1. Building community among underrepresented groups
2. Providing career development opportunities within ERGs

Flash mentoring

AKA Just-in-time mentoring. Mentors and mentees only meet once or twice instead of having recurring meetings over the course of months.
Great for:

1. Encouraging knowledge sharing
2. Aiding training programs
3. Connecting remote workforces

Which model is best for you?

You can use any of the following models for your mentorship program. It all depends on the goals of your program. To build a successful mentorship program, talk to our team about how mentorship software makes it easy to scale, manage, and report on the success of your program.
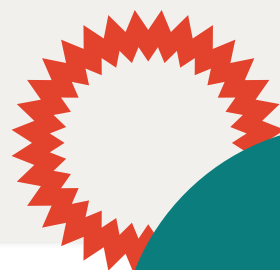
To continue learning

Use these resources to continue planning your mentorship program

Whether it's how to get busy executives to join your program as mentors, or how to pair up employees—these resources will make sure you don't miss any crucial steps in building a successful mentorship program.

Resources

- 6 Step Guide On How To Start A Mentoring Program
- Best Practices Every Workplace Mentorship Program Needs
- How Mentor Matching Software Works
- How To Get Busy Executives to Be Mentors In Your Mentoring Program
- How Do I Promote My Mentoring Program
- Objectives And Goals For Your Workplace Mentoring Program