



LIGHTHOUSE

Support for managers



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MANAGER AS A MENTOR



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EAP Helpline



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Being a **mentor** for the employees is a very important and responsible role. We do not become mentors to others by our own choice. It is the employee who decides whether the supervisor is a role model for them or not, and this in turn requires the supervisors to constantly work on themselves, as a mentor is someone whose attitude attracts people. The employee respects the suggestions and guidance of a supervisor who is an authority to them. If the supervisor does not inspire respect and is not an authority, their instructions are accepted with resistance and their efforts do not produce expected results.

Key aspects of a mentor's role include:

- thorough knowledge and experience in the area concerned,
- consistent attitude of respect and openness towards others,
- the ability to listen without judgement,
- the ability to see potential and talent in people,
- patience with people,
- sense of humour about yourself.

Being a mentor is not easy, but it is a very significant role in a company. It is worth forming and practising the competencies that will enable you to be a good supervisor and to support your employees skilfully.

Questions worth considering:

Who is currently your mentor?

Who are you a mentor to?

How do you demonstrate an attitude of respect and openness towards others?

How do you develop the ability to see potential in people?

How will you know if you are actually not too serious about yourself?

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