

4 PRECONDITIONS FOR MAKING SINCERE PROMISES AS A MENTOR

Research shows that for real mentorship to succeed, you must develop trust and an authentic relationship between the mentor and mentee. A key element to creating this chemistry is being mindful of the promises you make as a mentor. Whether due to time constraints, distractions, or other factors generated by today's complex environment, our mentorship relationships will be in great jeopardy if we evolve into a "check the box" modality.

Through our years of working with leading executives and cross-functional teams across the globe, we've found that pausing to consider these four preconditions for making sincere promises will help you to develop a rich mentor-mentee relationship and gain true value for you, your mentee, and your organisation.

UNDERSTAND

ASK YOURSELF: "DO I UNDERSTAND WHAT IS BEING REQUESTED?"

If you don't, what do you, the mentor, need to do to clarify your understanding?

SINCERITY

ASK YOURSELF, "DO I MEAN WHAT I SAY WHEN I SAY 'YES,' OR AM I SAYING 'YES' BECAUSE THAT'S WHAT I THINK THE MENTEE WANTS?"

Saying 'yes' without sincerity can cause you to do things in a resentful way and causes your mentee to doubt your commitment.

COMPETENCE

ASK YOURSELF, "DO I HAVE THE NECESSARY COMPETENCE TO SAY 'YES'?"

Consider that saying yes presupposes that you have the ability to fulfill the request. When this is not the case, this often leads to the promise not being fulfilled and upset for both parties.

RELIABILITY

ASK YOURSELF, "AM I PREPARED TO FOLLOW THROUGH WITH MY PROMISE?"

Saying 'yes' and then not fulfilling the promise is a common cause of distress. Don't make commitments where you are likely to forget or have events overtake you.

Making sincere promises is a key element in mentorship because the best mentors focus on creating authentic relationships built on trust. If you are interested in helping others become fuller versions of who they are, then contact us to learn more about our various Centre for Coaching programmes and workshops.

The Centre for Coaching is a premier global executive coaching organisation offering, over 5 continents for the last 17 years, cutting-edge coaching courses which are internationally accredited through:

- The International Coach Federation (ICF),
- Our learning partner New Ventures West (San Francisco, USA)
- The University of Cape Town's Graduate School of Business (a global top 100 Business School).

