

E-Mentoring Practices

Show others that you care!



Mentoring is a long-established method of supporting professional development through guidance and advice. When we are teleworking, technology-enabled mentoring (e-mentoring) helps us maintain human connections and gives leaders an edge in a complex world.

By facilitating knowledge transfer and access to advice and guidance, e-mentoring empowers the workforce to respond with agility to emerging priorities.

Strategies	Micro-actions
Mentoring for well-being: <ul style="list-style-type: none">• Cultivate trustful relationships• Encourage sharing perspectives• Boost sense of belonging	<p>You sound a bit lost.</p> <ul style="list-style-type: none">• Name emotions• Appreciate effort and participation <p>I really appreciate your comments. 😊</p>
Mentoring for performance: <ul style="list-style-type: none">• Clarify objectives• Focus on improvement• Broaden competencies	<p>Remember? The intent is to...</p> <ul style="list-style-type: none">• Repeat objectives often• Optimize learning <p>If you've learned something from this mistake, then it's a good mistake. 😊</p>
Mentoring for engagement: <ul style="list-style-type: none">• Value the person• Seek to empower others• Deepen the links with colleagues	<p>Here is how I see it... 🤔</p> <ul style="list-style-type: none">• Provide an objective and positive perspective• Start meetings with a personal "check-in" <p>In one or two words, how do you feel today?</p>
Mentoring for development: <ul style="list-style-type: none">• Spark personal reflection• Challenge others to be agile• Catalyze transformation	<p>I can appreciate what you are feeling.</p> <ul style="list-style-type: none">• Demonstrate empathy• Ask about options <p>How could it be different? 🤔</p>

**Provide reassurance in the midst of change.
Transform change into opportunities.**

