A concise and straightforward workbook for those who intend to become a mentor in their workplace. The easy to follow content and chapter breakdown, provides friendly worksheets to complete during the reading and allow the aspirant mentor to begin reflective work on own motivation, belief on what mentoring is and create of next steps towards further education.

The book opens with the idea core to mentoring is the development of latent abilities, in those named as the mentees: listening, exchange of knowledge, skills and opportunities are essential to a constructive and efficient mentoring experience.

G.Shea suggests that a good friendship, where effective listening and support has occurred, should be considered a real mentoring relationship. Allowing for Informal as well as short-term associations, mentoring is about development, interchange of viewpoints and encouragement towards a professional and winning behaviours.

Most of all mentoring is about going the extra mile:

“Most of us have known many good and competent teachers (...) The fortunate ones among us have also encountered teachers who have lit a spark within us, who opened new vistas and dimensions before us, who touched us deeply and who awakened and encouraged our potential” (page 23)

Some key points for effective mentoring

- Focus on what is done following the mentor’s help, rather than how
- The desire of the mentee to be independent is essential
- The empowering mentors may just involve in good listening which will allow the mentee to find the solution by him/herself.

Without doubt mentoring is a path to change and Shea reminds its reader of 5 key bullet points of change management (page 37) which include: share vision, time, behaviour adjustment, coping and internalisation of the change.

The workbook prompts to the different ways listening, the most essential aspect of mentoring, occurs. Mentoring requires active listening, respectful listening, listening for feelings, listening for motivation.

Mentors are to refrain from giving advices: if during the conversation the mentee retorts with “Yes, but...” the mentor must halt and reflect on how the relationship might be shifting towards problem-solving or coaching rather than remain in the constructive area of mentoring:

Mentoring is a reciprocal, mutual relations between equals working together: the mentor will have a gaining relationship by sharing his/her own motivation openly with the mentee.

When mentoring as a manager more care in the disclosure of objectives and a plan to revision must be discussed: this will ensure that seniority will give assurance of competence and not of become a measure of performance expectations, which can be covered by other aspects of the relationship.