

Tips for women, who want to perform a role as mentor, for entrepreneurs or for women, who want to take further steps in their careers.

1. A mentor helps others in practical taking steps forwards in their career or business. Giving a boost. Being a mirror.
2. A mentee herself tells her needs. Dare to ask!

Requirements for a good mentor:

- It is an **equal role**, when a mentor supports a mentee
- The mentor feels honoured by the trust, that has given to her, to be able watching in the 'business kitchen' or the specific work approaches of the mentee
- The mentor helps reflecting on the daily work practices. As well in personal as in professional actions, the mentor looks for strengths to enhance and weaknesses to overcome. She helps defining 'Be Smart action plans' and reflects on the execution of these plans.
- The mentor needs certain skills to analyse and the ability of a certain helicopter view.
- And last but not least: a sufficient use of communication techniques.

Pitfall:

- The biggest pitfall for a mentor is 'knowing everything better' and giving unasked advises. In senses as: 'You just must do it like that!' (You almost hear.. as I always did....). It is also not professional, to tumble in the pitfall of giving direct solutions, if you have not heard the real problem yet. If you only have a hammer, all problems look like a nail. And these pitfall approaches are contradictions of an equal mentor-mentee relationship.

A **real coach** is specifically trained in asking questions to clarify a deeper personal level of patterns, character aspects, drives and hinders. The expectation of a mentee is probably more superficial. Action plans, searching for possibilities, answers and empowerment.

A **professional business coach** is trained on more than asking questions. Namely diagnostic and strategic analysing and defining inconsistencies in the execution of a business concept. The advisor often approaches business items only, out of a specific profession. The bookkeeper out of figures, the marketer out of client needs, promotion campaigns and so on. An entrepreneur's advisor is trained to mingle divers professions to an inclusive approach. (Personal drives, presentation, marketing, finance and organisation).

Profile of a mentor for entrepreneurs and career seekers

- Has herself a successful business (probably in the same sector) or is experienced in a job, you want to grow to
- Has sufficient communication skills
- Adapt her communication style to the style of the mentee, helping her to further steps
- Is willing to share her network and is open to learn new or compatible knowledge
- Is able to look beyond daily practices and focused on the personal and professional development of a mentee.

In most cases you will find a mentor in networks. Where in NL?

Women:

SheConsult [Alle Vrouwen netwerken.nl](http://AlleVrouwen.netwerken.nl), [Bites en Business](http://BitesenBusiness.nl), [Top Fem](http://TopFem.nl) for students, [VHTO mentor circles](http://VHTOmentorcircles.nl) for technical women and entrepreneurs, [SisinBiz](http://SisinBiz.nl) for growing businesses, [Supervrouwen Academy](http://SupervrouwenAcademy.nl), [PWN Amsterdam](http://PWNAmsterdam.nl), [100MirrorMentorSessies](http://100MirrorMentorSessies.nl) (till 7 Okt 16),

Mixed:

[BNI](http://BNI.nl), Regional Employers Organisations [see CofC](http://seeCofC.nl), [the new urban collective](http://thenewurbancollective.nl) multicultural high potentials, lot of meet-ups around [Seats2Meet](http://Seats2Meet.nl), or Start-up programs in a lot of cities.