

The Mentor's Compass

Types of Mentoring Relationships

Mentoring Made Simple

"The delicate balance of mentoring someone is not creating them in your own image, but giving them the opportunity to create themselves."

- Steven Spielberg

Mentoring Relationships



Mentoring is for everyone. From seasoned professionals, to recent graduates, learning together builds relationships and success.

This short guide introduces typical mentoring relationships, so you can explore the most effective learning approach for you.

Mentoring opens doors to:

- Opportunities tailored to your needs
- Collaboration across different levels and departments
- Improved knowledge sharing and skill transfer
- Increased adaptability amid technological and cultural shifts
- A diverse learning environment



Types of Mentoring Relationships

1. **Traditional Mentoring:** An experienced professional guides a less-experienced colleague.
2. **Peer Mentoring:** Colleagues at similar career stages support each other's growth.
3. **Reverse Mentoring:** Younger employees share modern skills with senior colleagues.
4. **Group Mentoring:** One mentor works with multiple mentees simultaneously.
5. **Situational Mentoring:** Short-term guidance focused on specific challenges or projects.

Quick Tips

- Assess your current needs and goals to determine the most suitable mentoring type
- Different mentoring relationships can serve different purposes
- For peer mentoring, establish clear objectives and boundaries to maintain professionalism
- In reverse mentoring, focus on mutual respect and open-mindedness
- For group mentoring, ensure equal participation