



Building Your Nest: Tracking Your Mentors' Roles

Purpose: Each mentor you encounter can influence your life in unique ways, taking on different roles such as a coach, role model, challenger, or cheerleader. Use this document to record and reflect on the various roles each mentor plays throughout your professional journey.

1. Understanding Mentor Roles

- **Coach:**
 - **Description:** Provides guidance on specific skills, helps with goal setting, and supports development through practical advice and feedback.
 - **Example:** Assists with improving presentation skills or offers strategies for effective time management.
 - **Role Model:**
 - **Description:** Demonstrates behaviors, values, and attitudes to emulate. Inspires and sets an example through their actions and achievements.
 - **Example:** Shows how to balance work and life effectively or exemplifies leadership qualities in challenging situations.
 - **Challenger:**
 - **Description:** Encourages you to step outside your comfort zone, questions assumptions, and pushes you to achieve higher standards.
 - **Example:** Challenges you to take on a leadership role or to tackle a complex project you feel unprepared for.
 - **Cheerleader:**
 - **Description:** Offers support, encouragement, and motivation. Celebrates your successes and provides positive reinforcement.
 - **Example:** Praises your accomplishments, provides encouragement during setbacks, and supports your professional aspirations.
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2. Recording Mentor Roles

Mentor Name: _____

- **Initial Role(s):**
 - **Coach:**
 - Specific Guidance or Skills Provided:
 - Example:
 - **Role Model:**
 - Behaviors or Achievements to Emulate:
 - Example:
 - **Challenger:**
 - Areas of Challenge or Push:
 - Example:
 - **Cheerleader:**
 - Support or Encouragement Provided:
 - Example:
- **Evolving Roles:**
 - **Coach:**
 - Additional Guidance or Skills Provided:
 - Example:
 - **Role Model:**
 - Updated Behaviors or Achievements:
 - Example:
 - **Challenger:**
 - New Areas of Challenge or Push:
 - Example:
 - **Cheerleader:**
 - Continued Support or New Encouragement:
 - Example:
- **Impact and Reflections:**
 - **How has this mentor's role influenced my development?**
 - **What specific outcomes or changes have resulted from their influence?**
 - **What have I learned from their various roles?**



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3. Reflecting on Mentor Influence

1. Regular Review:

- **Frequency:** How often will you review and update the roles and impact of your mentors?
- **Method:** Will you use meetings, written reflections, or other methods?

2. Identify Patterns:

- **Patterns in Roles:** Are there recurring themes or roles that multiple mentors take on?
- **Evolution:** How do the roles of mentors evolve over time?

3. Integration:

- **Applying Lessons:** How can you integrate the lessons learned from each role into your professional journey?
- **Future Goals:** How will understanding these roles influence your future mentorship needs and goals?



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Document Example:

Mentor Name: Scrappy

- **Initial Role(s):**
 - **Coach:**
 - Specific Guidance or Skills Provided: Helped with project management techniques.
 - Example: Provided tools and strategies for managing complex projects effectively.
 - **Role Model:**
 - Behaviors or Achievements to Emulate: Exemplified leadership and work-life balance.
 - Example: Demonstrated effective team leadership and personal time management.
 - **Challenger:**
 - Areas of Challenge or Push: Encouraged taking on a high-profile project.
 - Example: Pushed me to lead a major project with tight deadlines.
 - **Cheerleader:**
 - Support or Encouragement Provided: Celebrated successful project completion.
 - Example: Offered encouragement and positive feedback during the project.
 - **Evolving Roles:**
 - **Coach:** Additional guidance on strategic planning.
 - **Role Model:** Updated approach to team collaboration.
 - **Challenger:** New challenge to develop a cross-functional team.
 - **Cheerleader:** Continued support in career progression.
 - **Impact and Reflections:**
 - **Influence:** Significant improvement in leadership skills and project management.
 - **Outcomes:** Successfully led multiple projects and improved team dynamics.
 - **Lessons Learned:** The importance of balancing support with constructive challenges.
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By recording and reflecting on the different roles your mentors take on, you can better understand their influence on your development and make the most of your mentoring relationships.