



EmpowerMe

The EmpowerMe Guide for Mentors



The Aim

The aim of **EmpowerMe** is to help equip staff within the recruitment sector with guidance, motivation, emotional support and a role model to help them develop and progress in their recruitment career.

What is a mentor?

Mentoring is about more than giving advice, it's about motivating and empowering another person to understand themselves and their goals, and importantly, how they get there. It's also about helping others resolve issues through the sharing of experiences. A mentor is not a trainer, teacher or coach. A mentor's role is to listen and ask questions that will challenge the mentee to identify the course of action they need to take regarding their development. A mentor will encourage the mentee to work towards their objectives and be a motivating guide on their journey.



Who can be a mentor?

If you are an experienced professional within the recruitment sector who can offer support, advice and guidance to a less experienced professional, you can be a mentor.

Why become a mentor and what do I need to do?

The opportunity to work with a mentee gives you the opportunity to develop your communication and personal skills while at the same time achieving a sense of real fulfilment. Your role as a mentor will cover at least some of the following:

- Listening and asking the right questions
- Providing personal insights of your experience of the sector and your career
- Offering a different point of view
- Offering development advice & guidance as well as support & encouragement
- Helping to identify areas for growth and development
- Giving positive reinforcement and constructive feedback

While the only cost to you is time, it is a commitment that needs to be taken seriously. Someone with less experience will be putting their faith in you, to help guide them, and you will become part of a trusted support network.



As a mentor you'll need to:

- Fill out a profile on the **EmpowerMe** system by clicking on the registration link sent to you by email and creating your account and password. A complete profile is essential for the matching process
- Ensure that you reply to any relationship requests from mentees who have been sent your profile as a recommended match
- Meet with your mentee once a month for six months either face to face or online
- Not induce any mentee to breach their employment contract



What's in it for me?

- You will achieve the sense of fulfillment that comes from supporting the development of great talent within the professional recruitment sector
- You will be able to develop your own leadership, communication and personal skills as a coach and mentor
- You will be able to enhance your personal brand within the recruitment sector and be part of the **EmpowerMe** network
- You will be able to display the APSCo **EmpowerMe** badge on your LinkedIn profile to show you are part of this great community

How does it work?

APSCo has invested in a sophisticated SaaS platform for **EmpowerMe** which provides a web-based community and has:

- Smart matching of mentors and mentees based on their profiles
- A monitoring and reporting capability with feedback loops
- Goal tracking tools to measure and manage relationships
- The ability to host events, learning resources and discussion forums to support mentees



EmpowerMe has a dedicated workspace with features designed to make your mentoring communication and organisation as simple as possible. Use your space to get the most from your relationships, track and store important information, manage tasks goals and events and access valuable supporting material.

There is also a great resource section which has valuable information to help mentors including:

- 8 golden rules great mentors follow
- Hosting a mentoring circle
- Ted Talks and podcasts on mentoring
- 10 questions to ask your mentee

Next steps

The next step is to create your profile on the **EmpowerMe** platform, it is really simple to do this and please remember to include as much detail as possible as the system will use this information to match you to the right mentee. Then simply wait for your mentee to contact you to request a relationship and ensure that you reply through the platform.

We hope you enjoy your mentoring relationship and if you have any questions, please contact talentdevelopment@apsco.org

