



EmpowerMe

The EmpowerMe Guide for Mentees



The Aim

Your employer has enrolled you on **EmpowerMe** – a six month mentoring programme to equip you with guidance, motivation, emotional support and a role model to help you develop and progress in your recruitment career.

What is a mentor?

Mentoring is about more than giving advice, it's about motivating and empowering you to understand yourself and your goals, and importantly, how to get there. It's also about helping you 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 you to identify the course of action you need to take regarding your own personal development. A mentor will encourage you to work towards your objectives and be a motivating guide on your journey.



What do I need to do as a mentee?

Being mentored is a great opportunity to absorb the mentor's knowledge – you will be expected to:

- Have an eagerness to learn
- Be open to differing points of view and keep an open mind
- Be open to development advice & guidance as well as support & encouragement
- Work together to identify areas for growth and development
- Be open to constructive feedback

A mentor won't be able to give you all the answers, they will encourage you to find the answers for yourself – they will be an active listener who will guide you with your best interests in mind.



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.

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.

Next steps

Getting started is easy. We have put together a step-by-step guide to setting up your profile. Remember to put as much information as possible into your profile to ensure a good match and look out for the green circle that indicates a complete profile. Full details are in the **visual guide**.



Extra Support

We will be checking in on you from time to time during your mentoring programme to check everything is on track. You may also want to speak with the APSCo team if you have questions or require any help. You can do that by emailing the talent development team on talentdevelopment@apsco.org or calling on 0203 117 0910.

We hope you enjoy your mentoring relationship.