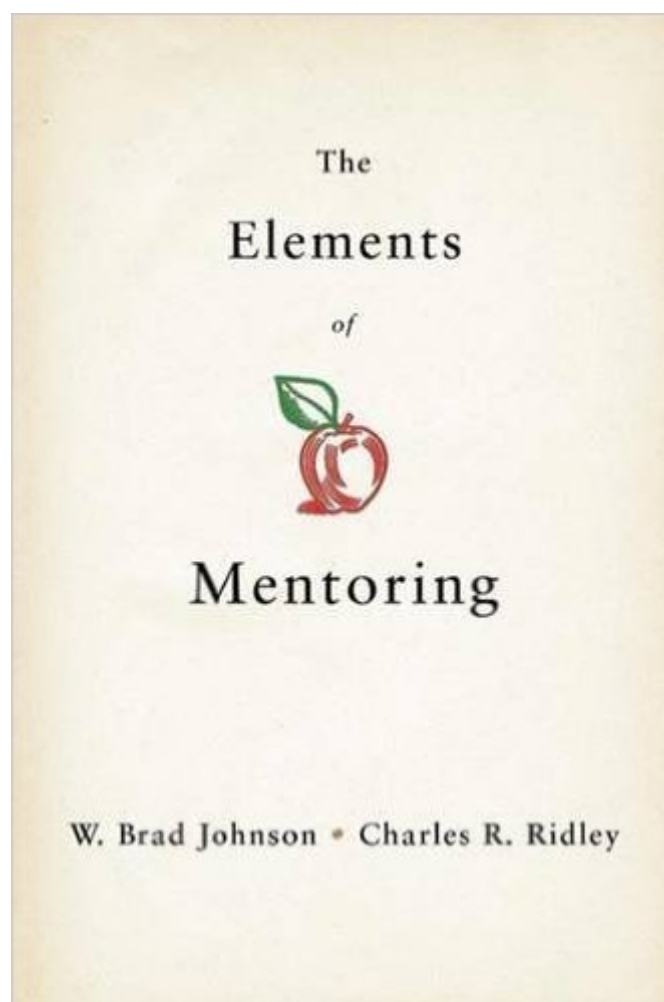


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# The Elements Of Mentoring



## Synopsis

Patterned after Strunk and White's classic *The Elements of Style*, this new edition concisely summarizes the substantial existing research on the art and science of mentoring. *The Elements of Mentoring* reduces this wealth of published material on the topic to the sixty-five most important and pithy truths for supervisors in all fields. These explore what excellent mentors do, what makes an excellent mentor, how to set up a successful mentor-protégé relationship, how to work through problems that develop between mentor and protégé, what it means to mentor with integrity, and how to end the relationship when it has run its course. Succinct and comprehensive, this is a must-have for any mentor or mentor-to-be.

## Book Information

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## Customer Reviews

As the Chief Operating Officer for a large medical technology company, I have mentored many junior professionals for years. But until now, I've never found a guide on the art of mentoring that lays out the specific details and skills mentors should master. Imagine my delight at discovering a short but comprehensive resource for everything a new mentor should learn and a seasoned mentor should reconsider. The authors promise a "nuts and bolts" guide to doing mentoring based on the writing style of the classic "Elements of Style" guide to grammar. The authors do not disappoint on this score. Amazingly, they manage to cover all of the key ingredients to outstanding mentoring without resorting to stories or wordy narrative. In reading the "Elements of Mentoring," one gets the sense that he or she is gleaning the distilled wisdom of two master mentors. The book

is brief but jam-packed with the crucial details of starting a good mentorship, managing it successfully, and even bringing it through difficult transitions. I was impressed that the authors (both college profs) used lots of research in putting the book together (see the references) without cluttering the pages with it. I am not a frequent reviewer, but after reading this thorough but brief resource, recommending it to several colleagues, and pulling it down from my shelf already to re-read a section relevant to one of my current subordinates, I felt compelled to recommend it to other managers and leaders. One of the few books on developing junior talent I've been glad I paid for.

This book may prove valuable if the reader has little or no background with self development and leadership as it relays a lot of truths from those areas with respect to mentoring. However, this book is just not my style. I prefer down to earth, straightforward advice without excess words. My style may not be yours...if you find the following three sentences valuable this book may be for you. 1. "Reinforce creativity while tempering over-expansiveness with reality and pragmatics." 2. "Allow the protege to serve as your emissary at times--shielded by your reflective power and functioning on your behalf." 3. "Understand that your affirmative narration will be quite meaningful to your protege and that it will strengthen the mentorship bond." I read this book front to back and there is a significant amount of repetition. This book is best suited as a reference...if you have an issue or an interest use the index to just read about that particular topic.

I liked this book â I think itâs a great resource of mentoring skills, traits, and processes. It doesnât go too deeply into any particular thing, but that is the strength of the book. It is designed as an overview. When I read it, I underlined the main idea of each of the 65 elements and noted how most elements also include some steps or some basic components. Therefore, I will keep this book as a reference book. When in a mentoring relationship, it would be very helpful to skim over the Table of Contents and look for elements that I feel are missing or need improvement. Then, I could simply read the short sections on each one. The book is a great survey of general topics in mentoring. It should not be read as an in-depth study of mentoring, and in fact Iâm not entirely certain that it should be read through on a regular basis either. I believe that its best purpose is as a reference book, reading individual sections based on need. The book does an excellent job of organizing itself to be used in that way, with each section breaking down in a very predictable pattern. It is clearly well researched and well written. It also does a good job of balancing the doing and the being of mentoring, discussing the traits that a mentor needs to have as well as the skills

that he or she should possess. Overall, it is an excellent survey and a good reference book.

A collection of thoughts about mentoring in the workplace. Mostly common sense, a few "a ha" moments. All in all I wish they backed up the information with more factual data about WHY. They start the book describing how they will distill all of the existing studies and work into this book. While they might have done this they did not get into the WHY or stats as to why this is the right way. An OK skim from the library...not a purchase.

I did a combination of reading, skimming and taking notes as I made my way through this book. The writing style felt stuffy, but that didn't bother me as it might bother some. In fact, I appreciated the clear, directive, straightforward approach. The structure of each chapter will appeal to different kinds of learners. The short case study at the beginning of each chapter will appeal to people who learn best from stories. The detailed narrative that makes up 95% of each chapter clearly articulates the content and concepts related to the topic. The bullet-pointed summary is great for this who need a quick reminder or executive overview of the chapter. The book was loaded with ideas on how to be an excellent mentor that covered the skills of a mentor and characteristics of a good mentor. It also included ideas on how to start a mentoring relationship on the right foot, how to set agreements, how to handle dynamics that derail a relationship, and how to end the relationship. Yes, there was a lot of repetition, but many of the skills and characteristics overlap with each other. As a reference, the redundancies are very useful. The redundancies are less useful if reading the book cover to cover. The position of the book is that mentoring works best when a mentor selects the protege and they have a good, basic synergy. Personally, I think mentoring can work well if the protege seeks out the mentor, as long as the mentor feels there is sufficient chemistry to really show care for the protege. I found the book very inspiring and helpful.

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