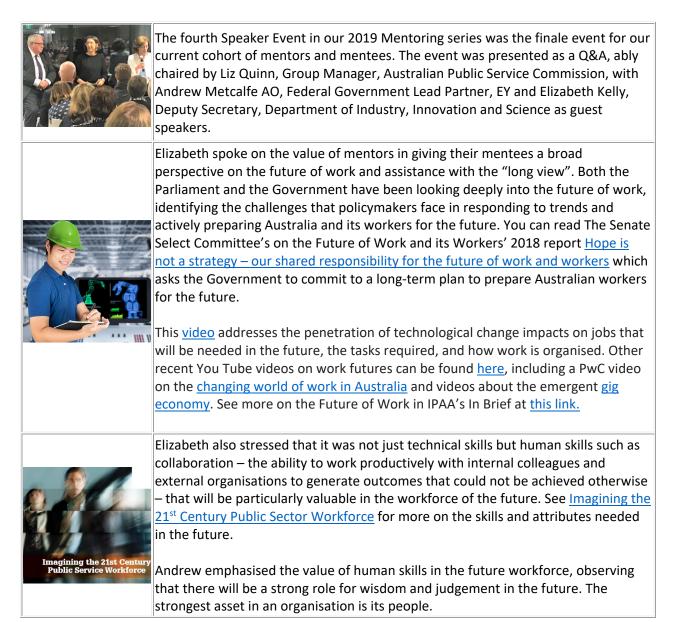




This is the fourth in a series of *Mentoring Resources* which will provide you with links to material that may be of interest to you between mentoring sessions. We hope you find them useful!



	Andrew also spoke about some of the work practices at EY around onboarding of new staff. He was assigned a buddy when he started, and he still has that same buddy after 6 years in the organisation. Buddies help new employees adjust to their jobs and are sometimes seen as an <u>induction mentor</u> -a neutral and impartial confidante for any concerns or difficulties you may have and to help you to work out strategies for success.
	Andrew said that he has never had a formal mentor and that, even at a late-career stage, it may be useful! As a process for the informal transmission of knowledge, social capital and the support relevant to work, career, or professional development, mentoring is a relationship between someone with greater relevant knowledge, wisdom, or experience (the mentor) and a person who is perceived to have less (the protégé).
	<u>Reverse mentoring</u> occurs when the protégé is senior to the mentor. Think of Robert DeNiro's character (the protégé) reporting to a younger Ann Hathaway's fashion editor (the mentor) in the 2015 film, The Intern. In a recent <u>post</u> on its website, the Wall Street Journal has a video on younger workers being social media mentors, as social media skills become increasingly valuable.
	And the last word goes to Liz Quinn, who emphasised the importance of <u>networks</u> in navigating your way through your professional and personal life. The like- mindedness of others in your networks provides a safe space for bouncing ideas around and developing valuable contacts. Building a network can help you better understand best practices, stay on top of trends and be in the know about what others are doing to innovate in the same space.