



The Mentee's Guide: Making Mentoring Work for You

By Lois J. Zachary, Lory A. Fischler

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Praise for The Mentee's Guide

"*The Mentee's Guide* inspires and guides the potential mentee, provides new insights for an adventure in learning that lies ahead, and underscores my personal belief and experience that mentoring is circular. The mentor gains as much as the mentee in this evocative relationship. Lois Zachary's new book is a great gift."

—**Frances Hesselbein**, chairman and founding president, Leader to Leader Institute

"Whether you are the mentee or mentor, born or made for the role, you will gain much more from the relationship by practicing the fun and easy, A-to-Z principles of *The Mentee's Guide* by the master of excellence, Lois Zachary."

—**Ken Shelton**, editor, *Leadership Excellence*

"With this deeply practical book filled with stories and useful exercises, Lois Zachary completes her ground-breaking trilogy on mentoring. Must-reading for those in search of a richer understanding of this deeply human relationship as well as anyone seeking a mentor, whether for new skills, job advancement, or deeper wisdom."

—**Laurent A. Parks Daloz**, senior fellow, The Whidbey Institute, and author, *Mentor: Guiding the Journey of Adult Learners*

"Lois Zachary and Lory Fischler's book confirms the importance of providing newly appointed leaders with the support and tools they need to maximize the learning opportunities available through a mentoring relationship. Principals and vice-principals in Ontario currently value Zachary's books on creating a culture of mentoring

and her guide for mentors in facilitating effective relationships. This new resource completes the collection and provides a comprehensive resource for establishing successful mentoring programs."

—**Joanne Robinson**, senior consultant, Education Leadership Canada

"Lois Zachary understands the essence of mentoring. Her new book, written with her associate, Lory Fischler, is another great tool for me as a leader, working with mentoring every day, always looking to make the relationships more effective. Successful mentoring is not about a cup of coffee now and then; it is a real, committed relationship with clear expectations on both sides."

—**Pernille Lopez**, president, IKEA US

"A leading authority on mentoring, Lois Zachary writes with the clarity of purpose and generosity of spirit that animate successful mentoring relationships. Based on solid research, her book presents useful exercises and juicy, real-life examples that will help you make your time as a mentee wonderfully productive and affirming."

—**Sheila Grinell**, president and CEO emeritus, Arizona Science Center

"This easy -to-read, highly practical and reliable book teaches lessons that lead to successful mentoring in cross-cultural and international environments."

—**Eric Ng**, president, ESSN International Pte Ltd, Training & Consultancy Services

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Editorial Review

Amazon.com Review



Lois J. Zachary and Lory A. Fischler

Top 10 Reasons Why *The Mentee's Guide* Will Help You Get the Most Out of Mentoring

1. Work more effectively with your mentor, so that you can build your skills, knowledge, abilities and expand your thinking.
2. Build trust in your mentoring relationships.
3. Create mentoring relationships that benefit the mentor and the mentee.
4. Become more proficient at articulating and clarifying your learning goals.
5. Establish agreements that keep the relationship on course.
6. Learn when it would be most valuable to engage in a mentoring relationship.
7. Increase your capacity to ask for and receive feedback.
8. Explore new types of mentoring.
9. Understand when and how to come to closure in your mentoring relationship.
10. Find out what it takes to mentor someone else.

From the Inside Flap

"The greatest gift one can give, other than love, is to help another learn! The Mentor's Guide has made that gift-giving compelling, comfortable, and competent. Every leader who cares about nurturing talent and facilitating excellence will find this book a joy to read and a jewel to share." *Managers as Mentors*

"Life is an adventure and The Mentor's Guide generates excitement and energy for the journey. Full of pragmatic, comprehensive ideas for those whose passion is developing leaders, it is guaranteed to be all you will need to cultivate a fruitful and fun mentoring journey. The adventure begins and Ends within these pages!"

--Carrole A. Wolin, president, National Institute for Leadership Development

"Zachary has written a comprehensive and accessible review of the complex and sometimes contradictory process of mentoring. She conceptualizes mentoring as a relationship of adult learning and complements this analysis with numerous illustrations, exercises, and suggestions for good practice. Written in a conversational yet critical way, and full of recognizable vignettes, *The Mentor's Guide* is a wonderfully helpful compendium of ideas and resources that can be read profitably by novice and experienced mentors alike."

--Stephen Brookfield, distinguished professor, University of St. Thomas, Minneapolis

"Zachary shares stories, strategies, tips, and tools that demystify the most elemental form of informal learning and provides resources for taking the mentoring relationship to a deeper level of fulfillment."

--Victoria J. Marsick, Teachers College, Columbia University

"This guide goes beyond simply establishing a framework for a successful mentoring experience and providing some helpful 'how tos.' It is a compendium of virtually everything we know on making a mentoring relationship or program successful."

--F. Richard Lennon, vice president and chief information officer, Nordstrom, Inc. Thoughtful and rich with advice, *The*

From the Back Cover

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