



TIPS FOR PROTÉGÉS

Eight Characteristics of a Successful Protégé

A successful protégé:

1. Capitalizes on leadership's commitment to mentoring as a vehicle for career development, excellent performance, and mission success.
2. Develops discipline to enter into and actively participate in a productive mentoring partnership.
3. Identifies growth opportunity areas in his/her professional and personal life through productive feedback.
4. Listens to wise counsel and take risks in order to excel in his/her performance.
5. Welcomes fresh ideas, innovation and new approaches to solving problems.
6. Recognizes and accepts constructive feedback as an opportunity to develop potential, achieve personal goals, and accomplish the mission.
7. Understands that while change is not easy or fun, it is essential in the quest to be the best.
8. Maintains a positive attitude.



Strategies for Success

Pitfalls to Avoid

Goals to be Achieved

Viewing mentoring as a promotion vehicle	To recognize that effective mentoring seeks to develop protégés to perform mission with excellence
Assuming that it is the mentor's responsibility to define your goals and aspirations	To become conscious that you have to be motivated and have goals for you and your mentor to shape and move forward
Misusing your mentor as an ally for personal issues	To be clear about your ethical responsibility in choosing a mentor to guide you in achieving your best hopes
Failing to contribute to the growth of your mentor as it relates to cross-gender, racial or other interest group lines	To develop a balanced relationship where both you and your mentor are mutually engaged in strengthening your respective cultural competencies
Selecting a mentor on the basis of stereotypes	To be wary of presumptions and prejudgements that might close the door to a fruitful relationship
Neglecting your obligations to provide feedback on how mentoring strategies are being applied to growth challenges	To become aware that mentors, as people, need affirmation and feedback that what they are doing is valuable in the lives of their protégés
Becoming emotionally possessive of your mentor	To understand that a mentor with a generous, caring spirit can be effective with more than one protégé