

## Frequently Asked Questions

### **Q. What is Mentorship?**

A. A mentorship is a trusted relationship between a mentor and mentee, where the mentor supports personal and professional growth and development of the mentee, through both career and psychological functions. The mentor has the relevant experience and is willing to pass on his knowledge, which becomes learnings to an aspiring individual within a certain field.

### **What is in it for a mentee?**

A. A mentee may face situations, where he feels stuck and needs help in his professional journey, looking for relevant solutions. For example, when one is confused about a career stream choice, or finds challenges in his/her professional work or is looking to chart a new path as an entrepreneur. At CompliMentors, they are paired up with a mentor to gain personal and professional wisdom, practical guidance to fast forward their learning curve, with advice from real people with real experiences- not often found in textbooks.

### **Q. What is in it for the mentor?**

A. A Mentor is an achiever, who has walked the tightrope, seen both successes and failures and is willing to pass on their learnings. They are believers of the fact that learning never stops and enjoy this unique opportunity to help boost a younger person's life by sharing hard-won knowledge gleaned over decades of professional experience.

### **Q. What are the references to prove that mentoring is effective?**

A. People who are world leaders, are inspirations for generations, have gone on-record to attribute the role of mentorship in their success. For example, Bill Gates, Stephen Spielberg, Usain Bolt, Jeff Bezos, Bob Proctor - all of them have had mentors to whom they are thankful for changing their lives.

A survey of Fortune 500 companies found that CEOs attribute mentorship as one of the top factors affecting their career growth. To be precise, 75 percent of executives credited mentorship as a driving force in helping them reach their

position. In yet another survey, done by Nationalmentoringday.org, 75% of millennials deem mentoring critical to their success.

### **Q. Who is a mentor?**

A. A mentor is someone who asks the right questions, is a good listener and he understands your issues. Mentoring is not telling people what to do but helping them look through all the possibilities. It is really to help people realize what they want to accomplish and work through the critical thinking skills and working through those possibilities to get to the right direction for you. A mentor explores various perspectives to tackle your challenges.

### **Q. Why does one need a mentor at all? What are the benefits of mentoring?**

A. The next gen is hungry for guidance, and there is significant anecdotal and factual data behind the hypothesis. If you are still sitting on the fence, here are top five reasons why one needs a mentor, especially post the pandemic when confusion and uncertainty is paramount:

1. Mentors provide information and knowledge: As Benjamin Franklin said, "Tell me and I forget, teach me and I may remember, involve me and I learn." Mentors have the experiences you can learn from to prevent making the same mistakes beginners make. When you are starting out in your careers, with a mentor there from the start, you can tap into a wealth of knowledge to fast forward and shorten that learning curve.
2. Mentors can see where to improve when we often cannot: Mentors have a way of seeing more of our faults and be your true critic. The only way one grows is when someone and well-wisher can be brutally honest with you and tell you exactly how it is rather than downplay any weaknesses they see in you.
3. Mentors offer encouragement and help us keep going: A mentor is someone who allows you to see the hope inside yourself. They are there no matter what and offer moral support sprinkled heavily with motivation to bring out your best. By setting various goals for you as they disciplinarians, mentors create necessary boundaries that you cannot set for ourselves. They help keeping a watch from a distance to see how you accomplish those and help you develop as an individual.
4. Mentors can be connectors: Mentors play a dual role of teacher and connector; a mentor can share the access he enjoys within his industry network and are willing to help you get closer to your target audience. In the professional and business world, it can be hard to know who to trust, what to share, and who to confide in. Mentors are your sounding boards.

5. Mentorship has something in it for both: Mentorship comes in for the long haul, there is something there for both in this relationship. Mentors find ways to stimulate your personal and professional growth, pose questions for you to think about and ask me to come back with answers later. For the part of Mentors, who says learning never stops, they enjoy a unique opportunity to help boost a young person's life by sharing hard-won knowledge gleaned over decades of professional experience.

### **Q. What is CompliMentors all about?**

A. Imagine a world where every person had access to that life-changing connection, a mentor who one could lean on, learn from, and rely upon. Seasoned, established professionals who have rich experiences and are willing to guide the younger generation to avoid making mistakes early on in our careers, fast track our growth.

CompliMentors was conceived and designed to make this world a reality, to help individuals and businesses to thrive by curating meaningful mentoring relationships. We are a purpose-driven platform that aims to empower people to help them realize their full potential and achieve greater success.

### **Q. Will a mentor help me get a job?**

A. Mentoring is an achievement tool that will give you a competitive edge by providing you with the right guidance and direction that your peers may not have, and that could prove as a bonus for you to kick-start or accelerate your career.

### **Q. What can I discuss with my mentor?**

A. A mentor is someone who listens to you, understands you, and comes up with various perspectives to tackle and overcome your challenges. You can ask just about anything in your career whether you're stuck in choosing a specialization or wondering about a change of job, facing managerial issues in your job, or change of career altogether. A CompliMentor can help you discuss possibilities.

### **Q. I take time to open up, will mentoring be useful for me?**

A. Feeling awkward when speaking with someone for the first time is normal. A CompliMentor is here to bring the best out of you. Start slow with mentors who appeal to you. You can start with just a phone call to set the ball rolling.

### **Q. I am not very expressive, how to get the most out of my Mentor session?**

A. Some tips on how to get the most for your time on CompliMentors

1. Come into this with realistic expectations. They're mentors, not magicians.
2. Give contextual information to help visualize the picture of your current situation.
3. Don't hold back to push the boundaries of question-asking. Be keen. Stories are great.
4. Don't feel pressurized; just relax. There's no right or wrong way to do this.
5. Be friendly and authentic

**Q. I am unable to find a Mentor who is suitable for my needs.**

A. Our executive will assess your profile and your concerns and can help you choose the most suitable mentor.

**Q. What are CompliMentor's program offerings?**

A. We offer three types of mentoring opportunities. They are:

1. **Launch Pad** - It is a career mentoring program, aimed at making youth and **career seekers** meet their personal and career goals with sheer confidence. This is knowledge that you won't read in any textbooks, we call it the "MBA of Life Skills".
2. **Executive Ladder** - It is an executive mentoring program for **aspiring professionals**, who seek help in reaching their highest potential to position for impactful roles, to further hone their leadership and development skills.
3. **Business Accelerator - Big or small business or entrepreneurs**, business mentoring is curated for businesses to develop a growth mindset, boost business confidence and help create a digital brand.

**Q. I am worried about my privacy, how safe is the information that I share with my mentor?**

A. Don't let this stress you. We maintain complete confidentiality.

**Q. Will the mentoring session be via video call, or can we meet our mentors face to face?**

A. It will be a video or audio call as per your requirements. If the mentor and mentee are in the same city, we can facilitate a personal meeting.

**Q. I am not sure about Mentorship; Can I get a demo session?**

A. Mentorship is a very personalized relationship. Hence, we don't do demo sessions.

**Q. I already attend various webinars and guest lectures at college, how is mentoring useful for me?**

A. Mentoring is not a one-time interaction, rather it is for a long haul. With the best of Mentors from a variety of domains, we assure you it is much more personalized. The aptitude tests and conversations help identify the gaps, so both can together work towards agreed goals. Mentorship is a personalized dialogue not a monologue.

**Q. How will I see the results of mentoring?**

A. As Steven Spielberg said, "the delicate balance of mentoring someone is not creating them in your own image but giving them the opportunity to create themselves."

**Q. Is there a fixed mentoring curriculum?**

A. No. Every mentor follows a set of strong operating procedures to follow the mentoring methodology, but mentoring skills are customized based on domain expertise and your need.

**Q. What if I am not satisfied with the services provided?**

A. We are here to help you. Do write to us at [info@CompliMentors.com](mailto:info@CompliMentors.com)

**Q. Whom can I contact in case of help?**

A. You can be in touch with the founders by writing at [info@CompliMentors.com](mailto:info@CompliMentors.com)