

Welcome to *Mentor Junction*—Electricity Human Resources Canada’s free national tool for mentorship in the electricity sector.

## Why Choose Mentoring?

### What is Mentorship?

A mentorship is a relationship between two individuals where a person with more experience, typically in a specific area or field, imparts their experience or advice to someone that seeks to grow in that area or field. The individual providing their experience or advice is called a mentor, a term that has its origins in Greek mythology. The individual that is receiving the experience or advice is called mentee.

Traditionally, mentoring is a relationship between two individuals based on a mutual desire for development towards personal and/or career goals. It is a collaborative relationship, which means that both individuals share responsibility and accountability. Mentoring can also take the form of peer-to-peer mentoring, group mentoring and sponsorship. These relationships can be formal or informal in nature. Informal mentoring has very little structure or is loosely structured. It is often based on the chemistry between two people involved, with limited requirements or restrictions.

Formal mentoring is structured, based on specific objectives and requirements, often measured, and brings people together on the basis of compatibility. A formal relationship typically lasts for a specified amount of time and then formally ends. Participants in either formal or informal mentoring relationships can decide to continue their mentoring relationship outside the program if they wish.<sup>1</sup>

Mentoring requires finding someone who demonstrates knowledge and experience in the areas of interest to the mentee. In a professional context, mentors generally have more experience, and demonstrate competence in an area of interest and development for the mentee. Mentees look to mentors for guidance, wisdom and inspiration.

### The Value of Mentoring Programs

Mentoring offers many benefits to both the mentor and mentee, and is often used to assist individuals at different stages of their development or at points of transition in their life.

Mentoring has also been adopted by many organizations as an effective development option for employees, both personally and professionally. Early career employees can use mentoring relationships to gain insight about career development. Established professionals can help to develop the knowledge and know-how of up and coming leaders.

<sup>1</sup> Management Mentors. Business Mentoring Matters.

## A Quick Note About Electricity Human Resources Canada

Electricity Human Resources Canada (EHRC) is Canada's most trusted source for objective human resource and market information, with the tools to guide business planning and development for the Canadian electricity industry. We provide a platform for current industry needs, identify ways to make Canadian businesses "best in class," and forecast industry trends and issues. Our work enables the industry to map workforce supply to demand and to foster growth and innovation in employers and employees. This improves the quality of service industry provides and improves the confidence Canadians have in the industry.

Further information on EHRC is available at [electricityhr.ca](http://electricityhr.ca).