

# WFTN MENTORING



The importance of mentoring and peer support is obvious when we recognise the value of networking and maintaining relationships throughout our lives, both personally and professionally.

By supporting and sharing insight and knowledge, both the mentor and mentee gain valuable skills and experience which in a professional sense brings value add to the company and industry. Mentoring can lessen a great deal of stress which can often be felt by women in various situations e.g. working in a male dominated industry, starting a new job etc. A good mentor can advise and support the mentee and help avoid unnecessary stress and feelings of incompetence and isolation.

A relationship is successful between a mentor & mentee if they each:

- **Respect confidentiality.** Maintaining an environment of confidentiality is a critical component in building trust between the participants. Without a mutually understood ability to speak freely as the situation warrants, the relationship is unlikely to reach its full potential.
- **Strive for mutual benefits.** The relationship should be defined from the beginning as mutually beneficial. Each participant has committed to the relationship by choice. Each should openly share his or her goals for the relationship and work collaboratively to help achieve them.
- **Commit to honesty.** The participants should be willing to candidly share what they expect to gain from the relationship and their vision for getting there. They should be prepared to offer frank feedback as appropriate, even if the feedback is critical.
- **Listen to learn.** Mutual benefit and honesty can only be achieved when both members feel their viewpoints are heard and respected. Mentors, especially, need to remember that the relationship is not primarily about them. Co-mentors should not be intimidated or made to feel their views are not valued.
- **Build a working partnership.** Consider structuring a working partnership that includes project consultation or active collaborations rooted in the common ground of shared professional goals. These collaborations can lead to discoveries about each participant's preferred working style, daily obligations, and professional aspirations.
- **Lead by example.** Actions create the most lasting impression.
- **Be flexible.** It might help for a mentoring relationship to have defined goals, but the process may be as important—or more so—than the goals.

[Click here for further information about mentor and mentee relationships](#)

We have a list of Mentors in various areas willing to assist and support others, in areas such as:

- Marketing & Events
- Strategic Marketing
- Training
- Business Development
- Design Joinery
- Importing Containers
- Product Development
- Conflict & Dispute Resolution
- Confidence Building
- Time Management / Organisation
- Contractor / Contract Management

If you are interested in being matched with a mentor in any of the areas listed, please contact **Michelle Ingley-Smith** on **(08) 8219 9028** or [michelle@forestworks.com.au](mailto:michelle@forestworks.com.au) for further details.

The Women in Forests and Timber Network is a national forum for women in our industry to meet, network, exchange ideas and ensure our voices are heard.

The Women in Forests and Timber Network is hosted by ForestWorks on behalf of the whole industry. [www.forestworks.com.au/womensnetwork](http://www.forestworks.com.au/womensnetwork)

