

Gray's Situational Mentoring Model™

M — Mp — MP — mP — P

**M = Informational
Mentoring Style**

**Mp = Guiding
Mentoring Style**

**MP = Collaborative
Mentoring Style**

**mP = Confirming
Mentoring Style**

**GOAL
Successful
Protege**

Mentor Me

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Why Situational Mentoring is Necessary

You've been there ... where I want to go,
Equip me to succeed ... by sharing what you know.
And, when I choose a different road ... the one less taken,
Empower my initiative ... and my passion.
Mentor me!

Impart your wisdom ... when I know not what to do,
Self-disclose hard lessons ... your life's experience taught you,
Explain the unwritten rules ... the do's and the don'ts,
Inform me and guide me ... as you teach me the ropes.
Mentor me ... with what you know!

Suggest options to consider ... when methods do not matter,
Provide your strong advice ... when failure must not shatter,
Prescribe a game plan ... when there's one best course to follow,
Equip me for each and every different occasion I encounter.
Mentor me ... Situationally!

Be my sounding board ... take the time to listen,
Clarify my ideas ... without being judgmental,
Understand my real concerns ... identify underlying issues,
Dialogue and problem-solve ... and make decisions together.
Mentor me ... Collaboratively!

Confront my inconsistencies ... when I'm unaware of them,
Persuade me to take action ... when my action is hesitant.
Role model practical know-how ... that you've found to work,
Coach the skills I need ... to enhance performance and results.
Mentor me ... Effectively!

Encourage my creativity ... and my passion to set sail,
Protect me from unfair criticism ... when I try but fail.
Praise my successes ... bless my long-held dreams,
Equip and empower me ... depending on my needs.
Mentor me ... Appropriately!

As I gain in confidence ... with each new thing I do,
And become more conscious ... aware of what to do.
And develop new competencies ... becoming more able,
And I stretch and grow ... becoming more capable,
Let me ... Mentor You!