The benefits of becoming a mediation mentor

Increase your referral pool

Your mentee may well be a direct source of referral. Here are some possible scenarios:

- Perhaps your mentee is trying to build their own practice, but is aware that they are not ready to conduct a complex mediation on their own. They therefore invite you to co-mediate because they already know you can work together;
- Because they have their name out there as a mediator, your mentee's network generates queries about mediation in an area they have no expertise or interest in practicing, and you are their first choice for a referral;
- They may have a conflict of interest in a case that comes their way;
- Perhaps they continue their day-to-day job as they build their mediation practice and have their own clients (or colleague's clients) to refer to mediation.

There are multiple ways in which the development of a good mentor partnership can result in referrals from your mentee.

Reinforce subject know-how

A significant number of potential mentees will come from a different professional background than yours, and while you are the communication and process expert, mentees can offer valuable topical expertise to you and your client.

Share workload

Mentees can be a valuable asset to support your mediation administration overall. They are eager to learn how to run a mediation business and can add valuable support to you during the planning and debriefing stages of your mediation sessions.

Fine-tune leadership skills

Mediators are communication wizards and process experts. Working with a mediation mentee can help to fine-tune your leadership skills. Make use of the constructive feedback mechanisms between you and your mentee and allow yourself to be challenged.

Promote self-reflection

As a mentor you are imparting knowledge and your own experiences. Yet, mentoring is a two-way street. Your mentoring might introduce you to new approaches which allow you to challenge yourself. The benefit of such reflection is immediate, and improves your skills.

Boost your energy
Making time for others who want to learn from you removes any doubt of your worth. Transferring what you have established and sharing your victories and lessons learned can be exhilarating. The enthusiasm that derives from mentoring can be infectious and offers a great source of fresh energy.

**Refresh your knowledge and skills**

The more recent generations of mediators are technology-savvy and often fresh from training. If you need support around technology, not only can they help bring you up to date with innovative online tools, managing your online operations (such as conducting online mediations) you can re-fresh your own learning by observing their user of the latest mediation techniques and ‘tricks’.

**Ready to become a mentor?**

IMI’s Young Mediators’ Initiative is on the look-out for mediation mentors! We encourage you to email the YMI team and learn more.

**Resources**

- See also Tips for YMI Mentors: [https://imimediation.org/ymi/become-ymi-mentor/tips-for-mentors/](https://imimediation.org/ymi/become-ymi-mentor/tips-for-mentors/)

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**Daniel**

*23rd October 2020*  Reply

True, everything has a starting point and mediation is not exceptional. Mentorship gives new graduates confidence and confirmation that what you have trained in is practical and real.Would desire that Ibe part of mentorship program.
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