



## **About mentoring**

Mentoring is a professional one-to-one relationship between a more experienced or more knowledgeable person and a less experienced or less knowledgeable person who is willing to grow in the field of RPA by acquiring specific skills, mental models and attitudes, information and resources and to be able to apply it practically to his development as an RPA professional. The mentor may be older or younger than the person being mentored, but he or she must have a certain area of expertise in RPA.

## **When can you join a mentoring relationship?**

When you fulfill the points below about need, context, attitude, time and ethics.

### **The need and role of the mentee:**

- Throughout the process, you need to have clear professional and priority development goals in RPA.
- You have studied the available resources in the field, and you have completed at least the Foundation course on the UiPath Academy
- You want to acquire in-depth understanding of the RPA field.
- You have some specific skills you want to develop, and such relationship could provide you with an opportunity to acquire them.
- You have specific topics and questions that can be answered through the practical experience of some professionals in the field.
- You have already studied plenty of resources in the field and want to level up your knowledge

### **The context of the mentee:**



You can apply RPA in a real business or in your day-to-day life – the point is to have an environment where you put your newly acquired RPA knowledge to good use.

**The attitude of the mentee:**

- You are responsible and you understand the required level of commitment
- You can take initiative and maintain professional level of communication
- You are open to gain a certain degree of autonomy in your learning - how to seek resources around you, how to reflect and keep track of your evolution; this means that you don't wait for the mentor to tell you what to do in order to learn.
- You are open and see the value of receiving and giving feedback.
- You are motivated to learn and to apply your knowledge practically, also outside of your meetings with the mentor.

**The role of the mentor:**

- Provides custom feedback and resources tailored to the specific growth interests of the mentee in the field of RPA.
- Shares practical experience
- Takes responsibility for one's own part in the process and ensures that no dependency relationship is created. They contract firmly and follow together the evolution of the relationship.

**The context of the mentor:**

You use RPA in a real business or in your day-to-day life – you have finished at least the Orchestrator course from the Academy and work in an RPA-related role.

**The attitude of the mentor:**

- You are responsible for the commitment you take.
- You are open to share your professional experiences.
- You are open and see value in receiving and giving feedback.
- You are patient and kind.

**Time investment for both the mentor and the mentee:**

- You are willing to spend 2 hours per month to (virtually) meet each other.



- You have plenty of time to practice, get ready for each meeting, and have a moment of reflection after every meeting. For example, ask yourselves (Yes, both of you: “What new thing have I learned/discovered today?”)

**Ethics (both the mentor and the mentee):**

- Make sure you come in with the best intentions of growth and that this type of experience suits you right now.
- Respect the time your mentor offers you and try to value it according to your needs.
- You establish with your mentor a certain degree of confidentiality that you initially set yourself up to.
- Contract as two independent people and be careful to communicate openly when you feel it does not work.

**What do we recommend regarding this process?**

- To both set some objectives before starting this relationship.
- To have an initial talk about expectations.
- To have one or two (online) meetings a month or to set your own pace.
- To have at least 5 meetings in total.

**Some nice articles that we recommend:**

<https://blog.hubspot.com/marketing/mentor-tips-positive-impact>,  
<https://www.themuse.com/advice/why-being-a-mentor-kicks-ass>,  
<https://www.forbes.com/sites/carriekerpen/2018/06/18/5-things-great-mentors-do/#722e13576b58> and  
<https://www.forbes.com/sites/robertamatuson/2018/11/14/how-to-be-a-great-mentee-and-mentor/#370e6d93f882>.

”Mentorship is a brain to pick, an ear to listen, and a push in the right direction.” John C. Crosby