

20 Steps Business Leaders Can Take To Become A Better Mentor



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Mentorship is a powerful tool for business leaders to inspire growth and support talent within their organizations. However, being an effective mentor requires more than just industry experience. Leaders must implement the right strategies to nurture junior employees, from practicing active listening to fostering open, regular communication.

To help, [Forbes Business Council](#) members share 20 steps business leaders can take to become better mentors. Follow their advice to leave a lasting impact on your mentees' personal and professional journeys.

1. Be Open To Learning New Things

It's all about being open to learning new things and thinking outside of the box. Some business leaders are convinced they know better, but it's rarely the case. As a business leader, you have to be able to listen, analyze and learn. - [Dmytro Spilka, Solvid](#)

2. Make Time To Help Others

Carve time out in your schedule to help others. I have made it a habit to help others learn when they do not have the opportunity elsewhere. Additionally, giving your team the space to try things and make mistakes without punishment is key. - [Sam Saideman, Innovo Management](#)

3. Practice Active Listening

Being a great mentor starts with active listening, not just offering solutions. By truly hearing your mentees, you help them build confidence, judgment and problem-solving skills. Challenge yourself to have a conversation where you don't solve anything; instead, ask insightful questions and guide them to discover their own direction. This empowers growth and fosters independence. - [Nicole Meloni, Connected Accounting LLC](#)

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4. Empower Your Employees

I believe empowerment is the key to energizing employees and mentees. Listening is also a powerful way to understand what engages and drives employees, as well as making key opportunities available for them to latch onto in order to show their skills, excitement and engagement levels. It's important to provide regular feedback and recognition on projects as they progress in their journey. - [Kent Dicks, Life365, Inc.](#)

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5. Celebrate Employees Regularly

Celebrating employees shouldn't be reserved for the end of the year—it should be part of your daily culture. Train people so well they can leave, but treat them so well they never do. Provide the tools and resources they need to not only be successful but excel in their role, and remove any roadblocks

in their way. Build a culture where they thrive. - [Dave Fulk, Reputation Rhino](#)

6. Empathize With Your Employees

To be a better mentor, leaders should actively listen and empathize with their mentees. A concrete step is to schedule regular one-on-one meetings for open dialogue and constructive feedback. This fosters trust and empowers growth. - [Jonathan Low, Biptap](#)

7. Listen First And Guide Second

Great mentors listen first and guide second. Understanding your team's goals and challenges builds trust and creates meaningful growth opportunities. One step is to schedule regular one-on-one meetings focused on their development, not just work updates. It shows you care and helps nurture future leaders. - [Saheer Nelliparamban, ZilMoney](#)

8. Prioritize Mentorship

A business leader should be all about mentoring their employees. Having regular meetings to discuss an employee's goals and working with them on outlining their roadmap for success always keeps them learning and growing. I've created a learning environment for my team where we host lunch-and-learns to keep our minds moving and learning. There is so much value in mentoring your team. - [Lauren Schwartz, The Loft 325](#)

9. Work On Yourself First

Leaders can be better mentors by working on themselves first. If leaders are working on themselves by improving their skills, educating themselves daily and growing as leaders in their industry, their employees will be more motivated and feel more secure in their roles. As leaders, we have to make sure we are in a position to lead our employees to the best opportunities in our companies. - [Natalya Esparza, Social Casa](#)

10. Help Colleagues Progress On Their Journeys

Think of careers as boats. You start off as a small sailboat buffeted by every change in the wind from your manager and the colleagues around you. You progress to a motorboat, increasing your ability to set your own direction. You then progress to being a tugboat, pulling others along in your wake. Being a good mentee is about helping colleagues progress on this journey as quickly as possible. - [Sebastian Leape, Natcap](#)

11. Foster Open Communication

A business leader can be a better mentor by fostering open, two-way communication. One powerful step is to schedule regular one-on-one check-ins focused on each employee's growth goals and encouraging continuous growth. This shows genuine investment in their development and helps build a foundation of trust for future mentorship. - [Dmitriy Schwarzburg, Skinly Aesthetics](#)

12. Consider The Perspective Of Employees

Walking in an employee's shoes is an essential perspective for leaders aiming to enhance their mentoring tactics. This approach involves understanding their daily challenges, aspirations and motivations. Learn from them so they learn from you. - [Lauren Thew, Bluestone Group](#)

13. Provide Constructive Feedback

A business leader can be a better mentor by providing constructive feedback. One thing I like to do is set up regular one-on-one meetings with my employees to actively listen while discussing their career goals and development, offering guidance and support tailored to each individual's needs. - [Raymond Grand, JRG Funding LLC](#)

14. Stay Adaptable

Adaptability has been crucial this year. Aligning efforts with changing needs allowed us to sustain progress. This lesson ensures future strategies stay flexible and focused on key objectives. - [Ricky Trinidad, Metrovitalization](#)

15. Ensure Your Mentees Stay Ahead

A successful and effective mentor is one who ensures that the mentee is a few steps ahead of them when they are the same age or at the same stage of life. There are many factors that contribute to being a good mentor, such as active listening, providing guidance and fostering a supportive environment for your employees and mentees. - [Abhishek Jajoo, AJMS Global Consulting LLC](#)

16. Prioritize Authenticity And Approachability

To become a better mentor, prioritize authenticity and approachability. Foster trust through transparency, reliability and consistency. Focus on long-term success, balancing immediate project goals with employee growth and satisfaction. Lead by example, empowering team members through guidance and resources. - [Mohaimina Haque, Law Office of Mohaimina Haque, PLLC](#)

17. Lead By Example

The most important step a business leader can take to be a better mentor is to continuously and fervently lead by example. A true mentor provides tools, guidance and support on what to do and what has worked for them. A leader who is continuously leading in a way that puts them in the shoes of a novice employee offers true transformational mentorship. - [Melanie French, RR Living](#)

18. Create Safe Spaces For Dialogue

Business leaders can mentor better by actively listening and fostering a space where employees feel comfortable sharing their goals and challenges. Regular one-on-one check-ins focused on growth help build trust, encourage open communication and allow leaders to guide employees in a meaningful, tailored way. - [Ben Nicholls, JamPrime Limited](#)

19. Communicate On Equal Terms

To be a better mentor, it's important to communicate on equal terms with your employees and listen to their points of view. A weekly (or at least monthly) catch-up on both achieved and upcoming goals is a great way to constantly strengthen your bond with your employees and make them feel seen. - [Stephy Beck, femtexter.ai](#)

20. Set An Example First

Business leaders should mentor all of their staff, especially their core team. More importantly, they need to look in the mirror and ask, "Am I someone they would follow?" Many times, the road to mentorship starts in the mirror of setting the example first. - [Joshua Steinberger, NextGen Restoration](#)
Check out my [website](#).



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