

The 7 C's Model for Mentors

The 7 C's model is a guide to some of the roles you may play to support your mentee:

- **Confidant** — exhibits empathy and understanding, provides a non-judgemental ear for mentee to discuss issues and concerns
- **Counsellor** — acts as a sounding board to provide a safe environment for mentee to test ideas and perspectives, evaluate alternatives and discuss solutions
- **Career Advisor** — acts as a career coach to help mentee uncover their passion, discover what drives them, and explore relevant career opportunities
- **Critical Friend** — challenges mentee's assumptions and perceptions in a non-threatening way to broaden their perspective and support their development
- **Coach** — supports the development of a specific skill/knowledge area through learning and feedback opportunities, also acts as a role model to display appropriate skills and attitudes
- **Challenger** — positively provokes and challenges mentee's thinking, sets tasks to accelerate mentee learning and increase competence and/or confidence
- **Conduit** — facilitates networking and development opportunities, acts as a link to other people and external networks

These roles will often be combined, but always with the overall aim of encouraging self-reliance and challenging the mentee to be the best they can be.