

TROUBLESHOOTING GUIDE

Answering the questions we know you are thinking

We have tried to cater for and respond to the most common questions we know you are thinking. These are not in our FAQs in fact these are not your usual FAQs rather these are the questions that we know you want to ask or the things you are thinking but might not feel able to say so we have taken the pain out of that and dealt with upfront below.

WHAT IS IN IT FOR ME?

Being a member of MOSAIC develops leadership and managerial qualities. It offers an opportunity to practice good developmental behaviours outside of line management responsibilities. It improves communication and personal skills, enhances the development of your own self-awareness, offers support to others in their development as well as opportunities to access different perspectives and experiences. The list is endless - confidential dialogue, expands your network outside of your company/sector/industry and generally helps with the development of career goals.

WHAT IS IN IT FOR MY TEAM?

Same as above really. It gives them visibility and encourages ownership of their career ladder and development journey.

I DON'T NEED A MENTOR

We are glad to hear that life is great! Please join as a mentor to share your wisdom, expertise and how you got there with someone else who could do a few tips or guidance. They will be eternally grateful.

IT'S NOT REALLY MY THING

No problems! But it might be for your team or your colleagues. Please share MOSAIC with them anyway; it may be exactly what they were looking for and you will be the hero for introducing it to them! We would love to hear from you as to what's not appealing about joining and how operating in a silo is working for you

WE DON'T HAVE BUDGET

Good news! It's free to join for mentors and mentees. You can even join as both - all at no cost!

I DON'T WANT TO JOIN THROUGH MY WORK

Your work experience is obviously relevant information when joining the scheme. You can choose whether your form is shared with your mentor or mentee when you are matched. You can use your personal email address. We do not provide any information to companies about individual MOSAIC members.

I DON'T HAVE THE TIME

You can do this by zoom/skype/phone, so you don't have to get anywhere if you don't want to. We generally suggest mentoring pairs speak between 1-3hrs every quarter, but this also depends on a mentee's mentoring objectives. That's not really much time for you to give up. It doesn't require any preparation on your part unless you agree something specific with your mentee. Over the course of time, those few hours can be life-changing for a mentee and you will find helping someone incredibly satisfying (so much so you will want to mentor more than one person because you find it so rewarding!)

I DON'T THINK I CAN MAKE A DIFFERENCE

Nonsense! Everyone has experience that is useful to someone. Your unique experience or insight as a mentor can go a long way. Have you ever recommended a book, ted talk or article to someone? Helped someone reframe their thoughts or been a sanity check? If the answers are still no, you still have value as a mentor! Someone may need tips on how to get to where you are or how to harness your finely tuned skills in [fill in your own answer here].

WHO WOULD WANT ME AS THEIR MENTOR

Actually, lots of our mentees. Did you ever get help up the career ladder? Most of us didn't (except for some lucky so and so's but even they can redeem themselves here). It's time to pay it back or pay it forward and help someone the same way you were helped. We are all keen to do our bit for charity and CSR for all other causes. Don't let self-doubt stop you from applying, you will find the experience incredibly fulfilling.

LEGAL PROFESSIONALS ARE TOUGH. THIS PROGRAM IS UNNECESSARY

Actually, you're wrong. The statistics for the legal profession are alarming. Mental health is a big issue and as we are not going to change our working culture any time soon, options to prevent the pressure cooker build up seem to be quite limited. We are not good at admitting when the chips are down, our managers can't always see through our bravado and our companies may not be set up to support us fully. Are you willing to sit back and watch this happen in slow motion? We can all make an impact. We can all help. We are not asking you to become counsellors; we are asking you to simply give someone your time, a safe space to speak, be heard, and an opportunity to not feel so alone.

I ALREADY MENTOR THROUGH MY UNIVERSITY/INTERNAL PROGRAM ETC

Fantastic, that means you know the time commitment required and what's expected of a mentor. It means that it shouldn't be difficult for you to take on someone else. Knowing that you're helping build a better community is incredibly rewarding (and makes you look like a superhero in the process).

I DON'T SEE THE POINT

Really? Wow. Your feedback as to why would be greatly welcomed. Experience and countless stories from our members have more than proven the many benefits of mentoring, which you can pick and choose from. Basics including networking events, increased visibility, "extra-curricular" activity for your CV, to playing a meaningful role in helping someone shape their career. You will have to explain this to us!