



BOOK NOTES

Who Believed in You?

by Dina Powell McCormick & David McCormick

- Transactional versus Transformational Mentoring - Helping someone transform their life will transform yours as well.
- Investment must be made both by the Mentor and the Mentee.
- Pushing past fear, finding their voice, and receiving a sense of belonging will build the confidence to excel. Believe in them before they believe in themselves.
- Mentoring goes beyond work, and is as much about managing transitions as it is achieving an outcome.
- Mentors/mentees are not flawless, and relationships can run their course. It's okay - and important - to separate and seek new mentors/mentees!
- Mentoring isn't getting to commonality or conformity, it's getting people to realize their potential in the context of their lives.
- Ultimately, we can mentor people well when we adopt a mindset of genuinely valuing people.
- There is no one way to mentor everyone, together you will find that best way that works for you both.
- Always use failure as your best mentor, not your blocker.

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