

WISCONSIN REALTORS® ASSOCIATION PARTNERSHIP FOR SUCCESS PROGRAM

MENTOR PROGRAM GUIDELINES

Mentor was the beloved teacher of Odysseus' son in ancient Greece. The term "mentor" has evolved to refer to an experienced or trusted teacher who helps a less experienced person learn a needed skill.

In the Partnership for Success Scholarship Program, the mentor is a counselor or guide who assists the scholarship recipient who has become a new REALTOR® negotiate the maze of the real estate profession. The Wisconsin REALTORS® Association and the WRA's diversity, equity and inclusion committee offer the following guidelines for making the most of the real estate mentor program for both the mentor and the new REALTOR®.

- The mentor relationship should be based on mutual consent.
- Mentors should be enthusiastic, knowledgeable and willing to invest the time necessary to meaningfully assist the professional development of a new REALTOR®.
- The mentor may be compensated by the broker for the mentor's time and energy.
- The mentor should observe the new REALTOR®'s interactions with clients, customers and fellow REALTORS®, as well as provide guidance, constructive criticism, encouragement and support regarding the new REALTOR®'s communication and interactive skills and techniques.
- The mentor should help the new REALTOR® keep current with new developments in the real estate industry.
- The mentor should review and discuss different ideas with the new REALTOR® and challenge the new REALTOR® to consider alternate approaches.
- The mentor should involve the new REALTOR® in a number of diverse real estate situations, processes and in interactions with diverse individuals.
- The mentor should share personal expertise, experience and insight with the new REALTOR®.

- The mentor should give the new REALTOR® the opportunity to observe real estate activities from various perspectives.
- The mentor will review all office procedures and policies with the new REALTOR®.
- The mentor should be available to the new REALTOR® to answer real estate-related questions. To make the mentor program the most effective, the supervising broker should make every effort to carefully match a new REALTOR® with a compatible mentor, and to monitor the progress of the new REALTOR® throughout their development.