



Reverse mentoring

What is reverse mentoring?

Reverse mentoring flips traditional mentoring on its head; this type of mentoring is when a less experienced team member exchanges their skills, knowledge and understanding to mentor someone more experienced in role than them.

This concept is based on the idea that less experienced members of staff who are just entering the workplace often have new skills

and expertise so can provide new perspectives, ideas and ways of working that can benefit their more experienced colleagues.

This type of mentoring can also encourage sharing and learning between job levels and bridge the gap between the different generations currently in the workforce today: Maturists (Pre-1945), Baby Boomers (1945–1960), Generation X (1961–1980), Generation Y (1981–1995) and Generation Z often referred to as Millennials (After 1995).



How to become a reverse mentor:



Q: How does this tool help me achieve diverse thinking in my organisation?

A: This tool is particularly useful in bringing diverse thinking in to a multigenerational workplace. New skills are cultivated and shared between colleagues, encouraging people to value thoughts and ideas different from their own that they may not otherwise be exposed to.