

MENTORSHIP GUIDE

The Council would like to pilot a CRS mentorship program with the assistance of engaged CRS designees. The targeted audience is a group of new CRS candidates and designees that have recently participated in our Virtual Pro Program that was facilitated by Dale Carlton.

Mentoring relationships can be a valuable, productive, and rewarding experience for you as the mentor and the individual you are mentoring professionally. The goal of this mentorship program is to help introduce and draw the mentee into getting more engaged with the Council locally and nationally, but the relationship could grow and focus on other topics you feel comfortable discussing.

Council staff will make the virtual introductions, but we ask that you follow up and either meet for coffee if possible or give a quick call to start the discussion. The following tips and questions are designed to help you start the conversation informal mentoring relationship:

Possible Icebreaker Questions:

- How did you get started in Real Estate? (feel free to share your story)
- What drew you to CRS education?
 - RRC has a new [Smart Home Certification Program](#), with plans to introduce other certifications in the area of Digital Marketing and Seller Representation – you might consider pursuing a certification to further distinguish yourself as an agent of choice.
 - The CRS Designation is the most recognized and prestigious professional designation in the industry, and the new [designation maintenance requirement](#) (need only 2 credits per year) is designed to help reinforce the value and distinction of the CRS Designation. RRC has numerous options to satisfy the requirement, many of which are FREE of charge.
- Why were you interested in earning the CRS Designation? (feel free to share your story)
 - CRS designees have access to a great [package of benefits](#), including: discounts on education courses, webinars, and Sell-a-bration registrations; access to the Council's Referral Network; free mobile CRM tool; free subscription to Inman Select News (a \$199 value that pays for the cost of membership by itself); marketing tools; and other great discounts and free benefits.

- Do you attend any industry events locally or nationally?
 - [Sell-a-bration](#) is the only event in the industry that is specifically for CRS Designees and RRC Members, as well as anyone interested in world-class real estate education. This annual event attracts hundreds of top-producing REALTORS® seeking to improve their business and increase their referral networks through high-quality education and networking.
 - Sell-a-bration 2019 will be in Las Vegas, February 1-2
- Are you involved in any organizations? What do you like about it?
- Do you volunteer with any groups?
 - The Council offers both local and national volunteer opportunities to members.
 - Any member of the Council can make a difference. Volunteer leadership positions at the Council provide an opportunity for members to exchange best practices and provide feedback and advice on the Council's planned programs and initiatives.
 - Volunteer options at the national level include (but are not limited to): working with the Education team as a subject matter expert to help develop webinars, classroom courses and online courses; serving as a director on the Board; Regional Vice Presidents; Committees; Subcommittees; Mastermind Divisions; and Presidential Advisory Groups (PAGs) and Task Forces.
 - If you're interested in volunteering at the local level, we encourage you to reach out to the [RRC leadership team in your state](#). They organize networking groups, plan local events, etc.
- What are you interested in or like to do when not closing deals?

Additional Mentoring Tips

Before You Start

To help you as a mentor maximize the personal rewards and gratification associated with the mentoring relationship, it is important for you to ask yourself a couple of questions:

- ***Why is this CRS relationship important to me?*** The answer to this question will focus the scope and goals of the mentoring relationship and help reinforce the commitment to it. In follow-up conversations with your mentee you may want to have them ask themselves a variation of the question. ***As the mentee, what are your two to three most important needs?*** These needs – whether personal or professional, long-term or short-term – will inform and further help shape the relationship.
- ***As a mentor, what are your two to three strongest CRS qualities and strengths?*** Just as the mentee needs to identify his/her needs, you need to understand how you distinguished yourself as a CRS. There are many types of mentoring and it is important to understand your strengths and weaknesses. If those qualities and strengths do not match up with your mentee's needs, think about some colleagues whose do and feel free to introduce them.

Identify Commonalities

It is important for all mentoring relationships to have shared interests that motivate each person to make a substantial, personal investment in the other person and to follow through with the initial commitment. It can also contribute to the overall level of satisfaction with the mentoring experience.

An obvious starting point here is the shared interest in Council education and the CRS Designation, but there can be many others. It can be helpful for each of you to share one or two interests or activities that are important to you. Some examples of those things might be a hobby, public service, or family background.

Maintain the Lines of Communication

Clear, consistent and honest communication is key in a mentoring relationship. Depending on the nature of the mentoring relationship – i.e., champion, teacher, advisor, or connector – communication may be on an as-needed basis or it might be a monthly conversation, email or phone call. If both parties engage in a dialogue about the frequency and form of communication, and both clearly understand what the other person expects, maintaining the lines of communication can further the mentoring relationship.

Keep Your Promises

One of the easiest ways to damage a mentoring relationship is by not following through with promises you make to the other person. The very act of failing to fulfill your obligations sends a message about the level of commitment to the relationship, and disappointments can be difficult to overcome and earn back trust once they occur.

Build Trust ... Over Time

One of the biggest challenges for any mentoring relationship is developing trust. It is important for both the mentor and mentee to realize that trust is something that develops over time and that it is natural to be hesitant about fully trusting the other person in the early stages of the relationship. Trust is one of the end goals, not the starting point, for a mentoring relationship. By utilizing some of the preceding tips, you can lay the groundwork for trust to grow.

Enliven and Refresh the Relationship

Do not be reluctant to have fun while you foster a sound and significant mentoring relationship. Do something as simple as selecting a book you would both like to read and then discussing it. Take the opportunity occasionally, just to enjoy each other's company. You may well find you have developed a relationship that will last the course of both of your careers.