

## Mentoring

The Army definition of mentorship is, “The voluntary developmental relationship that exists between a person of greater experience and a person of lesser experience that is characterized by mutual trust and respect.”

### What do I need to know about mentorship?

- Mentorship is an integral part of employee development
- Employees benefit from wisdom, lessons learned, and experiences of mentors. Mentoring takes place when a more experienced or more knowledgeable person helps a less experienced or less knowledgeable person
- The Army IH mentorship initiative will evolve into a formal program for all employees regardless of grade or position
- Leaders’, establishing an environment of mentorship in your program office is a simple, but critical step in developing employee skill sets
-  [DA PAM 690-46](#)  provides the background for mentoring Army Civilians
- Additional Resources:
  -  [Army Mentorship Handbook](#) 
  -  [Army Mentoring Program](#) 
  -  [OPM: Best Practices Mentoring](#) 
  -  [4 Things Entrepreneurs Learn Through Mentoring](#) 

The Army IH Mentoring Program has partnered with the American Industrial Hygiene Association (AIHA) to provide Army industrial hygienists an opportunity to participate in a more diverse mentorship program.

The AIHA Mentoring Program has a very active and engaging program with a large pool of members with a broad range of government and industry expertise.

The process to become a mentor or mentee is simple and the benefits are enormous. Mentoring enhances a



mentor's professional skills and helps create a legacy that impacts the future of industrial hygiene.

An added bonus, CM points are awarded to CIHs for participation!

Benefits to mentees are career guidance and a new network of colleagues.

We are actively involved with this program.

If you would like to know about the AIHA Mentoring Program please see their FAQs:

 [AIHA Mentoring Program FAQs](#)

If you would like to join the AIHA Mentoring program as either a Mentor or be a Mentee please apply here:  [Become a Mentor](#)