

ABM'S SIX CORE COMPETENCIES

Professional standards sit at the heart of the Association of Business Mentors (ABM), ensuring that business mentors are experienced and qualified to support the businesses they mentor in growing and succeeding. The ABM's core competencies are derived from the amalgamation of skills and knowledge needed to operate as effective, competent professional business mentors.

To support ABM members' continued professional development, the ABM provides member-exclusive events and resources (downloads / videos / webinars / podcasts) for each core competency.

Learn more about the ABM's membership pathway (Affiliate to Member to Fellow) [here](#).

Competency	Key Points		
1. Awareness of Self, Mentee and Environments	1.1 Creating a safe environment to establish trust, both verbally and non-verbally. The mentor must understand the uniqueness of relationships and be aware of how they respond.	1.2 Recognising the importance of confidentiality and discretion, and understanding their place within the mentoring relationship boundaries, with a high awareness of any breach.	1.3 Committing to reflection and/or supervision practice, along with continuous self-development, working within a structure that invites frequent feedback.
2. Contracting, Relationship Building & Expectations	2.1 Understanding the appropriate reasons to mentor a mentee, including the contracting points and process.	2.2 Recognising the importance of a healthy rapport, what this means, and how it may differ and progress as the relationship matures within clearly articulated boundaries.	2.3 Managing expectations with achievable goal setting to meet the individual needs of the mentee and their business or position.
3. Curious Questioning Enabling Insight	3.1 Asking the right questions at the right time. The mentor should be able to craft curious questions for an exploratory journey.	3.2 Reading between the lines where necessary, demonstrating a high level of emotional intelligence.	3.3 Understanding of the topic boundaries and gaining permission to explore.
4. Heightened Listening Enabling Learning	4.1 Understanding the different levels of listening.	4.2 Recognising the attention and intention within listening, which brings clarity, connection and rapport.	4.3 Acknowledging a mentee's ability to listen and how they process what they have heard.
5. Knowledge and Use of Tools and Exercises	5.1 Familiarity with various tools and exercises.	5.2 Proven insight into when to use them.	5.3 Understanding why and what value they provide.
6. Prowess in Concluding and Evaluating a Mentoring Relationship	6.1 Mapping progress to goals and objectives.	6.2 Knowing when a relationship is of no further value to the mentee.	6.3 Understanding what to cover in a concluding session and determining next steps.