



What makes for a good mentor in the construction trades?

A perspective on effective mentoring in the construction industry

Krista Hoffmeister, Konstantin P. Cigularov, Julie Sampson, John C. Rosecrance, Peter Y. Chen. Leadership & Organization Development Journal, 2011.

Overview

Researchers have extensively explored the nature, importance and effects of mentor-protégé relationships in white-collar occupations and especially in corporate management. Craft apprenticeship would seem to be the model mentor-protégé system, yet few have explored this phenomenon in the modern construction industry. Researchers surveyed 170 union plumbers and pipefitters, asking them to rate the importance of 55 different mentor characteristics.

Key Findings

Respondents identified 10 key characteristics of a good mentor in the construction trades:

1. Is a good listener
2. Willing to share negative information
3. Comfortable around superiors
4. Allows an apprentice to make a mistake
5. Willing to give negative feedback
6. Willing to share knowledge
7. Possesses trade knowledge
8. Has a vision
9. Is a role model
10. Is objective

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