



Civil Service  
Local

## Work Shadowing

*'ShadowMe'*

### Work shadowing

'ShadowMe' is an opportunity to get a better understanding of particular roles or functions within another Civil Service department that might be of interest to your job or future career development. Within Scotland there are over 40 government agencies and represented, covering a wide range of roles and professions. It is an excellent networking tool and the opportunity to facilitate cooperation across departments and directorates.

### What are the Benefits of Work Shadowing?

- It broadens the knowledge and understanding of the participants' roles and Departments / teams as well as broader issues in government
- Brings people together who might not normally have contact and provides networking opportunities
- Allows the opportunity to compare and contrast standards and achievements in the shadow's own Department with those elsewhere
- Provides the opportunity to observe good practice elsewhere
- Breaks down barriers and myths about how others work
- Allows 'best' practice to be brought back to the participants current role
- Encourages the realisation that other people have different ways of doing things and provides fresh ideas and insights about how to be more effective in their own work
- Identifies areas for further personal development and widens experience, skills and future career opportunities

If you want to find out about available opportunities and more, check out the [CS local Scotland blog](#) for more details.

**Sign up for alerts to our blogs, follow us on Twitter or contact us to keep up to date with forthcoming events.**

**Civil Service Local Scotland**

[@CSLocalScotland](#)

<https://civilservicelocal.blog.gov.uk/category/scotland/>



Civil Service  
Local

## Mentoring 'MentorMe'

### Mentoring

'MentorMe' is a chance to connect with and draw on the knowledge and experience of civil servants across Scotland. Mentors can tailor the experience to particular skills or issues but will focus on participants overall development. They have the potential to suggest possible opportunities for learning and development and advise on tapping into resources and networks. The aim is for mentors to challenge the mentee to move beyond his or her comfort zone.

### Benefits of being a Mentee

- Gain practical advice, encouragement and support
- Learn from the experiences of others
- Become more empowered to make decisions
- Develop your communication and personal skills
- Identify goals and establish a sense of direction
- Gain valuable insight into the next stage of your Civil Service career

### Why volunteer to be a Mentor?

- Improve communication and personal skills
- Develop leadership and management abilities
- Increase your confidence and motivation
- Engage in a volunteering opportunity, valued by employers
- Gain recognition for your skills and experience
- Benefit from a sense of fulfilment and personal growth
- The chance to help the development of others

If you want to find out more about mentoring opportunities or volunteer to become a mentor, check out the [CS local Scotland blog](#) for more details.

**Sign up for alerts to our blogs, follow us on Twitter or contact us to keep up to date with forthcoming events.**

**Civil Service Local Scotland**

[@CSLocalScotland](#)

<https://civilservicelocal.blog.gov.uk/category/scotland/>