Helpful Tips for Mentors

* Get to know the mentee
  + Your role as a mentor is not to tell them what to do. What are their challenges/goals? What do they want to learn? How can you support them? The more time you take to get to know your mentee, the easier it will be to build a productive relationship.
* Focus on identifying challenges and opportunities and how to address them. Usually, mentees know what they need to do, it is the how that they might need mentoring on.
* Remember your mentee’s situation
  + As a mentor, you have a vast amount of experience, but it is important to remember that the advice and guidance you are giving needs to apply to your mentee’s situation. Take a moment to think about what it was like for you in the early stages of your career.
* Establish expectations
  + Set very clear expectations of what a thriving and productive mentoring relationship looks like and ensure your mentee has a purpose.
* Let the mentee lead
  + Make your mentee the star! Mentoring is about guiding and empowering. Give encouragement, help identify skills and resources and explore ideas that will help the mentee reach their goals. Ask guiding questions rather than advising and encourage them to find a solution.
* Practice Active Listening
  + Don’t be afraid to let your mentee talk. Sometimes, it takes talking through things and that sounding board is a valuable resource.