

Mentoring Best Practices

- Think of yourself as a “Learning Facilitator” rather than a person with all the answers. Help your mentee find people and resources that go beyond your experience and wisdom.
- Emphasize questions over advice giving. Use probes that help your mentee think more broadly and deeply. If he/she talks only about facts, ask about feelings. Help/him or her see the big picture.
- When requested, share your own experiences. Limit the urge to resolve an issue for him/her, but allow them to find solutions on their own.
- Resist the temptation to control the relationship, steer its outcomes. Your prodigy is responsible for his/her own growth.
- Build your mentee’s confidence through supportive feedback.
- Encourage and inspire.
- Help your mentee see their own successes.
- Be spontaneous. Beyond your planning conversations, call or email out of the blue.
- Reflect on your own mentoring practice.
- Enjoy the privilege of mentoring. Your efforts will have a sound effect on the mentee’s career.