

Tips for effective mentoring

There are several characteristics for effectively communicating with your mentee:

Active listening: A mentor pays attention to what their mentee is saying and is engaged during the meetings. By listening to your mentee, you are showing that you are interested in what they are saying and that you care.

Building trust: A mentor should establish trust with their mentee. Treat your mentee as a peer. Respect your mentee and be honest and encouraging. Keep your conversations confidential.

Positive reinforcement: A mentor should make sure to highlight positive practices a mentee has. They should be encouraging and sincere.

Corrective feedback: Habits are hard to break. Address any negative behaviors promptly and gently, offering constructive feedback and positive reinforcement.

Providing opportunities: As a mentor, you have many experiences in your field that may be interesting to your mentee. You may also have contacts with people in other fields that your mentee may want to know about. In both cases, whenever possible share this information with your mentee.