

Mentoring Cheat Sheet



NATIONAL MENTORSHIP
MOVEMENT

ROLE OF A MENTOR

Mentorship is a mutually beneficial relationship in which the mentor is a sounding board and companion to the mentee on a journey of development. The mentor provides wisdom, support, guidance and perspective.

Do's

- Set boundaries at contracting level
- Be neutral
- Listen actively and with curiosity
- Be empathetic
- Take the lead in setting up sessions
- Understand cause and not only symptom
- Videos on

Dont's

- Instruct
- Give solutions
- Be a parent but be an adult
- Create dependency but be an enabler
- Assume you understand completely
- Listen with judgement
- Focus on technical side and forget the human side
- Interrupt

Remember

- AFFIRM the mentee - notice what you can acknowledge and say it at the end of each session
- The principle of 'SOCIAL CONTAGION' - your mentee will watch and copy what you do and how you show up - be prepared to be AUTHENTIC & VULNERABLE
- When people think for themselves, they remember & commit
- Practice Neutrality and Compassion
- Meet the Mentee where they are at
- The QUALITY of the WORK depends on the QUALITY of the RELATIONSHIP
- No one likes a KNOW IT ALL or UNSOLICITED FEEDBACK

Process for giving feedback

