



17 HELPFUL HINTS FOR MENTORING

- 1. Positive Environment**
Create a positive environment where potential and motivation are released and options discussed.
- 2. Character**
Nurture a positive character by helping to develop not just talent, but a wealth of mental and ethical traits.
- 3. Independence**
Promote autonomy; make the protégé independent of you, not dependent on you.
- 4. Limit Responsibility**
Be responsible to your protégé, not for your protégé.
- 5. Share Mistakes**
Share your failures as well as your successes.
- 6. Plan Objectives**
Prepare specific goals for your relationship.
- 7. Inspect**
Monitor, review, critique, and discuss potential actions. Do not just expect performance without inspection.
- 8. Tough Love**
The participants acknowledge the need to encourage independence in the protégé.
- 9. Small Successes**

Use a stepping-stone process to build on accomplishments and achieve great success.

10. Direction

It is important to teach by giving options as well as direction.

11. Risk

A mentor should be aware that a protégé's failure may reflect back upon him/her. A protégé should realize that a mentor's advice will not always work.

12. Mutual Protection

Commit to cover each other's backs. Maintain privacy. Protect integrity, character, and the pearls of wisdom you have shared with one another.

13. Communication

The mentor and the protégé must balance listening with delivering information.

14. Extended Commitment

The mentoring relationship extends beyond the typical 9 to 5 business day and/or traditional workplace role or position.

15. Life Transition

As a mentor, when you help a protégé enter the next stage of his life or career, you will enter the next stage of yours.

16. Fun

Make mentoring a wonderful experience - laugh, smile, and enjoy the process.

17. Schedule

Schedule specific meeting times that you do not miss. You can meet outside these times but ensuring at least one day a month is set aside will enable a more successful relationship.