

Tips for Being an Effective Mentor

Effective mentorship is about guidance and support as opposed to instruction. There are certain characteristics and personality traits great mentors possess that help when developing a successful mentoring relationship. Here are some helpful tips to being an effective mentor:

- **Listen Actively**

Show genuine interest by nodding along and offering words of encouragement, without interrupting. Ask questions and listen without judgment. Offer advice when asked, but be there more to support and bounce ideas and thoughts off of.

- **Share Experiences**

Bring knowledge, expertise, and skills to the relationship. Use personal experiences to provide insight to assist in making good decisions and avoiding mistakes. Share time by giving full attention and being accessible.

- **Be Positive**

Project a positive image and attitude. Be upbeat and encourage positive actions and solutions. Actively engage in conversation and try to provide a fresh perspective and a different way to think about situations and experiences.

- **Model and Support Honesty**

Develop trust by encouraging and demonstrating open and honest communication, free from judgment. Offer constructive feedback and advice when asked.

- **Encourage**

Motivate and empower mentees to strive to reach full potential. Guide and support to determine the right course of action. Avoid dictating, controlling, and discouraging.