

# 10 things every good mentor should do

**01 Be supportive and positive.** Mentor's role is to guide, uplift and empower the mentee. The focus should be on exploring the mentee's abilities and opportunities for growth. As a mentor, acknowledge and celebrate small victories to boost the mentee's confidence and motivation.

**02 Listen carefully and show interest for the mentee's experiences and needs.** Pay attention to what the mentee is sharing with you - their concerns, experiences, aspirations. Use active listening to show the mentee that what he/she is sharing with you is important to you. You can use open questions to deepen some topics, but always check and respect the mentee's boundaries.

**03 Be honest and authentic.** Express your thoughts and feelings honestly. Make sure to align your words, actions and values and be consistent in demonstrating them. Sharing your emotions and experiences will foster mutual trust and connection in the mentoring relationship.

**04 Adapt.** Be flexible in your approach and keep in mind that despite some similarities, everyone's journey is different and unique. Adjust your mentoring style based on the mentee's needs, preferences and goals.

**05 Create safe space for sharing thoughts, feelings, making mistakes. Validate the mentee's feelings and provide a safe space for open communication.** Acknowledge and respect diverse opinions, backgrounds and experiences by making it clear that everyone's perspective is valued and ensuring that your responses are free from judgement.

- 06** **Encourage the mentee to explore their strengths and abilities.** Help the mentee identify different skills, knowledges, behaviours or other tools which helped him/her overcoming challenges in the past. Explore different resources available to the mentee while focusing on his/her surroundings (such as family members, friends, school etc.). Provide positive reinforcement and recognition when you observe the mentee utilizing his/her strengths – this boosts confidence and encourages further exploration.
- 07** **Encourage the mentee to take the lead in different activities.** Ask the mentee about different activities he/she would like to participate in during the mentoring process. Encourage the mentee to give suggestions and create plan of specific steps that are necessary in order to engage in the suggested activity. Encouraging active participation and independence builds the mentee's self-esteem and the sense of control over his/her own life.
- 08** **Learn.** Let the mentee teach you about his/her life and different challenges he/she faces. Even though you are the mentor, the mentee is a crucial informant on his/her everyday life. When asking about it, make sure that the mentee feels comfortable sharing that information with you.
- 09** **Give constructive feedback.** Offer constructive feedback in a positive manner, emphasizing areas of improvement while acknowledging the mentee's efforts and progress.
- 10** **Take care of yourself.** The mentoring process can also be hard for mentors as well – evoking some past experiences and memories, becoming vulnerable by sharing your story or empathizing with another's story can become difficult or overwhelming. And that is completely normal. In case you feel something is too much, do not hesitate to talk to the supervisor or some other person of trust. Your well-being comes before the mentoring process.